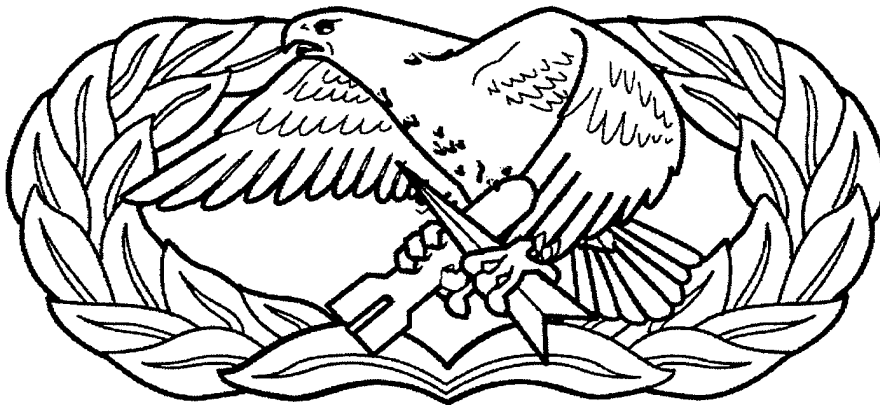


**UNITED STATES  
AIR FORCE**

# **OCCUPATIONAL SURVEY REPORT**



**TACTICAL AIRCRAFT MAINTENANCE**

**(F-15)**

**AFSC 2A3X3A**

**OSSN: 2384**

**MAY 2000**

**OCCUPATIONAL ANALYSIS PROGRAM  
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON  
AIR EDUCATION AND TRAINING COMMAND  
1550 5TH STREET EAST  
RANDOLPH AFB, TEXAS 78150-4449**

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## PREFACE

This report presents the results of an Air Force Occupational Survey of the Tactical Aircraft Maintenance (F-15) career ladder, Air Force Specialty Code (AFSC) 2A3X3A. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by First Lieutenant Denise Minerva. Computer programming support was provided by Mr. Tyrone Hill and Ms. Dolores Navarro provided administrative support. Second Lieutenant Andrew K. Hosler analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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## SUMMARY OF RESULTS

1. **Survey Coverage:** AFSC 2A3X3 was surveyed to validate career ladder documents and training programs. Survey results are based on responses from 1,031 Air Force enlisted members from the AFSC 2A3X3A shredout. Survey respondents include 925 Active Duty (AD), 97 Air National Guard (ANG), and 9 Air Force Reserve Command (AFRC) personnel, accounting for 24 percent of the total population. The career field returned 81 percent of the AD surveys mailed and 55 percent of all surveys.
2. **Specialty Jobs:** Four clusters (each containing at least two separate jobs) and nine specialty jobs were identified, accounting for 92 percent of the survey sample. The clusters and jobs include: Core Crew Chief Job, Phase Inspection Job, Repair and Reclamation Job, Transient Alert Job, Maintenance Coordinator Cluster, Expediter Job, Quality Assurance Job, Support Cluster, Training Cluster, Technical School Instructor Job, Safety Manager Job, Mobility NCO Job, and Supervisor / Manager Cluster. ANG and AFRC members perform similarly to AD airmen and are included in many technically-oriented clusters and jobs.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical. Personnel follow the basic path from entry-level technicians as 3-skill level apprentices to 5-skill level journeymen. As airmen reach the 7-skill level, they become NCOICs or supervisors and typically accept a more supervisory or management role. ANG and AFRC respondents remain much more technically-oriented than their AD counterparts.
4. **Training Analysis:** The current POIs (Fundamentals, "Cold" or aircraft-specific fundamentals, and "Hot" or aircraft-specific hands-on training) are very well supported by survey percent member performing data. The STS contains several entries that are not supported. Many tasks not referenced to the STS or POI should be reviewed by training personnel and considered for addition as a performance-coded element.
5. **Job Satisfaction:** Job satisfaction among AFSC 2A3X3A personnel is very good. It compares favorably to ratings from both a comparative sample of career fields surveyed in 1999 and the 1997 AFSC 2A3X3 study. While second-enlistment members show slightly lower reenlistment intention ratings than the previous study, the figures should not be problematic for the career field. AFRC personnel show the lowest job satisfaction ratings in the sample.
6. **Implications:** Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by members of this career ladder. ANG and AFRC airmen perform more technical tasks on average than their active duty counterparts at more advanced skill levels. The STS contains entries that lack survey percent members performing data support, while the various POIs required by the career field are all very well supported. No severe problems arise from the job satisfaction questions in the survey.

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**OCCUPATIONAL SURVEY REPORT (OSR)  
TACTICAL AIRCRAFT MAINTENANCE (F-15)  
(AFSC 2A3X3A)**

**INTRODUCTION**

This is an Occupational Survey Report (OSR) of the Air Force Specialty Code (AFSC) 2A3X3A, Tactical Aircraft Maintenance (F-15) career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. Data will also be used to aid in writing specialty knowledge tests for the career field. The last OSR published for the Tactical Aircraft Maintenance career ladder was January 1997.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 31 October 1999, *Specialty Description* (last changed 30 April 1999), Tactical Aircraft Maintenance personnel maintain tactical aircraft, support equipment, and forms and records. Personnel also perform and supervise flight chief, expeditor, crew chief, repair and reclamation, quality assurance, and maintenance support functions.

Personnel must meet other special requirements to enter the career field. Personnel must have an ASVAB Mechanical score of at least 44. The career field lists a strength factor of "L" which indicates the need to lift 80 pounds. High school completion is desirable with courses in physics, pneumatics, and electronics. Personnel must have normal color vision as defined in AFI 48-123, *Medical Examination and Standards*. For award of AFSC 2A333A, completion of Aircraft Maintenance Fundamentals, a suffix-specific fundamentals, and a suffix-specific hands-on training course is required.

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## SURVEY METHODOLOGY

### Inventory Development

This survey instrument was developed to include the tasks performed by all AFSC 2A3X3, Tactical Aircraft Maintenance personnel including shreds A, B, E, H, and J. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2384, dated July 1999. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 53 subject-matter experts (SMEs) at the following training locations and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	362 TRS
Holloman AFB NM	7 FS, 8 FS, 9 FS, 49 LG, 49 MXS, 49 OG, 372 TRS
Indian Springs AF Auxiliary Field NV	11 RS
Beale AFB CA	99 RS
Seymour-Johnson AFB NC	4 EMS, 4 OG, 333 FS, 334 FS, 336 FS
Davis-Monthan AFB AZ	354 FS, 357 FS, 368 FS
Luke AFB AZ	21 FS, 61 FS, 62 FS, 63 FS, 309 FS, 310 FS
New Orleans NAS JRB LA	159 AGS, 159 CRB

The resulting JI contains a comprehensive listing of 875 tasks grouped under 15 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, and organizational level. Additional background questions included the schedule worked, hours worked, aircraft type and aircraft engines, support equipment used, and maintenance materials or tools used. Furthermore, questions were included to determine additional duties and hours performing additional duties, as well as length and number of deployments.

### Survey Administration

From July - November 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A3X3 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent. This A-shred report is part of a 3-part series of AFSC 2A3X3 occupational survey reports.

### Survey Sample

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 2A3X3A personnel as of July 1999. Because of the large number of personnel in the 2A3X3 career field, a decision was made to survey approximately 40 percent of the career field. While 55 percent of the mailed surveys were returned including 81 percent of AD surveys mailed, the 1,031 respondents in the final A-shred sample represent 24 percent of the total assigned personnel. Table 2 reflects the paygrade and MAJCOM distribution for this study.

TABLE 1

#### DAFSC DISTRIBUTION OF A-SHRED SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
2A333A	26	27
2A353A	47	49
2A373A	27	24

TOTAL ASSIGNED TO A-SHRED\* = 4,210      TOTAL AD ASSIGNED TO A-SHRED\* = 3,663  
TOTAL IN A-SHRED SURVEY SAMPLE = 1,031      TOTAL AD IN A-SHRED SAMPLE = 925  
PERCENT OF ASSIGNED IN A-SHRED SAMPLE = 24%

\* Assigned strength as of July 1999

\*\* Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

## PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
E-1 – E-3	23	23
E-4	22	26
E-5	26	25
E-6	17	16
E-7	11	10
E-8	1	0
COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
ACC	41	43
AETC	12	12
PACAF	18	17
USAFE	12	12
AFMC	4	6
ANG	12	9
AFRC	**	1
Other*	**	0

\* Other - refers to other AD MAJCOMs and various agencies    \*\*Less than one percent

As can be seen from Tables 1 and 2, the DAFSC, paygrade, and Major Command distributions of the survey sample are reasonably close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for the career ladder.



## Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A3X3 personnel (generally E-6 or E-7 craftsmen) also completed a second diskette for either training emphasis (TE) or task difficulty (TD). These diskettes were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Members from all shreds (A, B, and J) were administered the TE and TD surveys with the intent of separating survey returns. Both shredded (separate A-shred analysis) and non-shredded (combined A-, B-, and J-shred analysis) TE and TD analyses were accomplished and results indicated that the non-shredded analyses showed better interrater agreement. Therefore, all TE and TD numbers referenced in this report and the associated extracts include ratings from members of all shreds.

**Training Emphasis (TE):** TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 196 senior NCOs who completed a TE diskette were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 0 (not important to train) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. The interrater agreement for these 196 raters, representing all shreds of the career field, was acceptable. Personnel generally agreed on which tasks should be rated highest in training importance. The average TE rating was 2.34, with a standard deviation of 1.52. These numbers mean that any task with a final TE rating of 3.86 or greater is considered to have a high TE and is important to train.

**Task Difficulty (TD):** TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. A total of 182 senior NCOs completed TD diskettes. Those raters were asked to rate the difficulty of each task using a 9-point scale (extremely easy to extremely difficult to learn). Interrater reliability was acceptable. Respondents generally agreed upon the difficulty to learn the tasks. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

## SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

### Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, four clusters and nine independent jobs were identified within the career ladder. Figure 1 illustrates the clusters and jobs performed by AFSC 2A3X3A personnel.

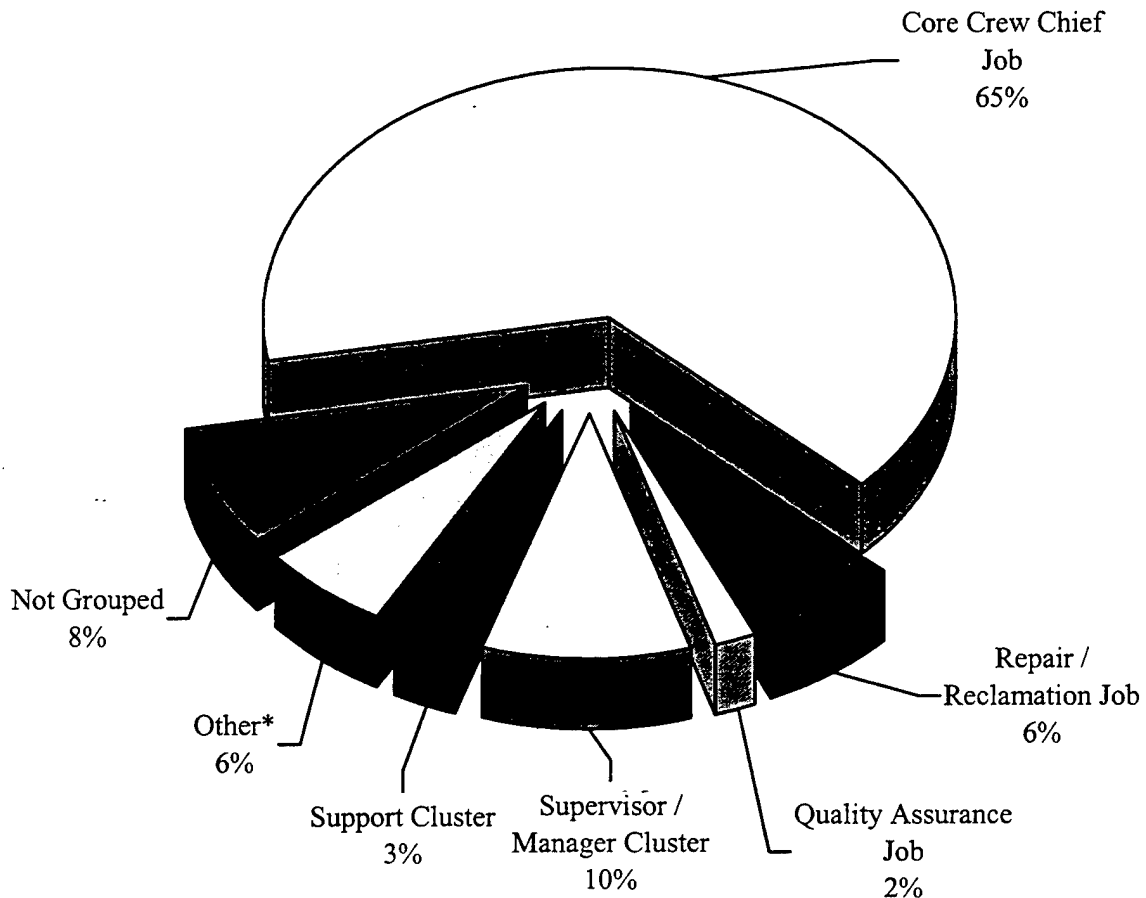
A listing of the clusters and jobs is provided below. The clusters are shown with their respective jobs as lettered points. The group (GP) number shown beside each title references computer-printed information; the letter "N" indicates the number of personnel in each group.

- I. CORE CREW CHIEF JOB (GP440, N=660)
- II. PHASE INSPECTIONS JOB (GP437, N=3)
- III. REPAIR AND RECLAMATION JOB (GP443, N=64)
- IV. TRANSIENT ALERT JOB (GP458, N=13)
- V. MAINTENANCE COORDINATOR CLUSTER (GP464, N=14)
  - A. AIRCRAFT COORDINATOR JOB (GP467, N=6)
  - B. EQUIPMENT COORDINATOR JOB (GP470, N=4)
- VI. EXPEDITER JOB (GP473, N=12)
- VII. QUALITY ASSURANCE JOB (GP455, N=20)
- VIII. SUPPORT CLUSTER (GP517, N=30)
  - A. HAZMAT JOB (GP520, N=5)
  - B. EQUIPMENT CUSTODIAN JOB (GP526, N=18)
  - C. SUPPORT SECTION SUPERVISOR JOB (GP523, N=2)

- IX. TRAINING CLUSTER (GP446, N=14)
  - A. INSTRUCTORS JOB (GP449, N=10)
  - B. ON-THE-JOB TRAINING (OJT) JOB (GP452, N=4)
- X. TECHNICAL SCHOOL INSTRUCTOR JOB (GP461, N=9)
- XI. SAFETY MANAGER JOB (GP511, N=5)
- XII. MOBILITY NCO JOB (GP514, N=4)
- XIII. SUPERVISOR/MANAGER CLUSTER (GP476, N=100)
  - A. PRODUCTION MANAGER JOB (GP479, N=18)
  - B. CAMS MANAGEMENT JOB (GP482, N=3)
  - C. SECTION/FLIGHT CHIEF JOB (GP505, N=62)
  - D. UNIT TRAINING JOB (GP508, N=4)

The respondents forming the clusters and jobs account for 92 percent of the A-shred survey sample. The remaining 8 percent of the surveyed personnel were not grouped similar to other personnel. Job titles for those personnel not grouped include UAV Maintainer, Aircraft Battle Damage, End of Runway Supervisor, and CDC Writer among others.

**AFSC 2A3X3A CAREER LADDER SPECIALTY JOBS  
(N = 1031)**



\*Other includes *Phase Inspection, Transient Alert, Expediter, Technical School Instructor, Safety Manager, Mobility NCO Jobs* and *Training and Maintenance Coordinator Clusters*. Each represents less than 2 percent of the sample.

**FIGURE 1**

## Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of the specialty clusters and jobs. Selected background data for the clusters and jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

I. CORE CREW CHIEF JOB (GP440). This job is the core technical job in the career field sample. The job contains 660 airmen, accounting for 65 percent of the entire A-shred sample. Core Crew Chief members perform an average of 303 tasks, highest among all jobs and clusters, displaying their aircraft maintenance generalist characteristic. These airmen are often dedicated crew chiefs or assistant dedicated crew chiefs and assigned to maintain and inspect one aircraft. Members of the job spend much of their time (23 percent) Performing Aircraft Ground Handling or Servicing Activities which is designated as Duty B. Duty A, Performing General Airframe or Aircraft Maintenance Activities, accounts for 17 percent of their time and Duty G, Performing General Engine Maintenance Activities accounts for another 12 percent (see Table 3). Tasks representative of the job include:

- Service AMADs
- Remove or install aircraft hardware, such as screws or fasteners
- Jack aircraft using tripod jacks
- Perform brake operator or wing, tail, or chalk walker operations
- Inspect aircraft tires
- Apply or remove aircraft external hydraulic power
- Inspect rudders

Eighty-nine percent of the members of the job are AD members, while the remaining 11 percent are split between the Air National Guard (ANG) accounting for 10 percent and Air Force Reserve Command (AFRC) comprising 1 percent. Personnel mainly perform in the technical skill levels, including 54 percent in the 5-skill level and 37 percent in the 3-skill level. The remaining 9 percent are 7-skill level airmen. Paygrades are also representative of their technical nature; the greatest proportion of the cluster (32 percent) hold the paygrades E1 - E-3, 31 percent are E-4s, and 27 percent are E-5s. The AD members average about 6.5 years total active federal military service (TAFMS). As with most jobs in the career field, ACC personnel account for the majority of the population with 43 percent representation, though AETC, PACAF, USAFE, and AFMC also have substantial representation. Thirty-eight percent are supervisors (see Table 4).

II. PHASE INSPECTIONS JOB (GP437). Another technical job dealing heavily in inspections is the Phase Inspection Job. These members include only 3 from the survey sample, accounting for less than one percent of the survey. However, they perform a specialized job working on the phase inspection docks. Members perform 98 tasks on average, typically focused on inspections. These airmen spend much of their time (31 percent) performing the tasks of Duty A, General Airframe or Aircraft Maintenance Activities. Duties B, Performing Aircraft Ground Handling or Servicing Activities, and E, Maintaining Flight Control Systems, comprise 26 percent and 16 percent of their time, respectively (see Table 3). Representative tasks performed by these incumbents include:

- Perform aircraft phase inspections
- Lubricate aircraft components
- Open or close hinged doors
- Open or close engine cowling latches
- Inspect stabilizers
- Inspect rudders
- Inspect trailing edge flaps

Two of the three airmen in this job are AD members, while the third is an ANG respondent. Two of the three members of the job are 5-skill level members, while one is a 3-skill level airmen. The paygrade data shows a rather junior enlisted distribution. Paygrades E-1 - E-3 personnel account for two members of the job and the third member holds the paygrade E-5. The active duty members average only about 2 years TAFMS. ACC contains the two AD members. None of the members are supervisors (see Table 4).

III. REPAIR AND RECLAMATION JOB (GP443). The Repair and Reclamation Job is comprised of individuals performing another technical maintenance job. These 64 members, representing 6 percent of the survey sample, work in crash recovery and return aircraft to flight capable. They perform an average of 169 tasks. Thirty-six percent of the job's time is spent on Duty E, Maintaining Flight Control Systems. Other top duties include Duty C, Maintaining Landing Gear Systems comprising 20 percent of their time, and Duty B, Performing Ground Handling or Servicing Activities which accounts for 16 percent of their time (see Table 3). Some of the tasks best representative of these airmen include:

- Operationally check flight control trim systems
- Perform maintenance flight control checks
- Operationally check stabilators
- Measure flight control surface travel
- Operationally check aileron, flaperon, or elevon systems
- Rig flight control cables, cable components, or rods
- Remove or install stabilators

AD representation comprises 78 percent of the job. The 22 percent ANG figure found in this job represents the highest concentration of ANG personnel in the career field sample. ACC members account for 48 percent of the job, while USAFE and PACAF airmen comprise 14 percent and 13 percent, respectively. Most (60 percent) airmen in the job perform at the 5-skill level, while 3- and 7-skill level members each comprise 20 percent of the survey. Paygrade distribution corresponds to the skill level distribution; E-4 members account for 34 percent of the job, E-5 members account for 30 percent and E-6 members fill 19 percent of the positions. The AD airmen average about 7.5 years TAFMS. Forty-two percent of the airmen in the group are a supervisor (see Table 4).

IV. TRANSIENT ALERT JOB (GP458). Another technical maintenance job identified within the career field is the Transient Alert Job. It represents about 1 percent of the career field sample with 13 people. These airmen perform an average of 87 tasks. Their time is spent,

largely, with tasks in Duty B, Performing Aircraft Ground Handling or Servicing Activities. Duty B accounts for 51 percent of their time, while Duty A, Performing General Airframe or Aircraft Maintenance Activities accounts for another 16 percent (see Table 3). Though crew chiefs by nature, these airmen are responsible for maintenance on a variety of aircraft that visit their base to include aircraft from other services and other nations. Distinctive tasks performed by job members include:

- Marshal aircraft
- Fuel aircraft using single-point methods
- Service aircraft with LOX
- Perform aircraft launch checklist procedures
- Identify fuel, oil, air, or hydraulic leaks
- Perform aircraft recovery checklist procedures
- Fuel aircraft using over-the-wing methods

This group includes AD (92 percent) and AFRC (8 percent) personnel, though ACC dominates the representation with 61 percent of the job. Most of the members (61 percent) perform at the 5-skill level, however 3-skill level members (31 percent) and a 7-skill level member (8 percent) are represented. Paygrade distribution shows 38 percent of the members are E-5, and E-4 personnel account for 31 percent of the cluster. AD members of the job average 7 years TAFMS. Thirty-eight percent of the respondents are supervisors (see Table 4).

V. MAINTENANCE COORDINATOR CLUSTER (GP464). The Maintenance Coordinator Cluster only contains 14 airmen, but provides another vital service for the career field. Within the 15 tasks performed on average by these members, proper maintenance is controlled for each aircraft. Nearly half of their time (49 percent) is spent Performing Maintenance Management Activities, designated as Duty J. Because of their managerial role, another 14 percent of their time is spent on tasks of Duty L, Performing Management and Supervisory Activities (see Table 3). Two small jobs were identified in the cluster and will be discussed later. Some tasks that best represent this cluster are:

- Retrieve CAMS listings or reports
- Maintain records in CAMS
- Verify accuracy of CAMS daily inputs
- Debrief flight crews
- Review aircraft flight or maintenance records, such as AFTO Forms 781-series
- Correct CAMS errors noted during daily verification process
- Maintain or update status indicators, such as boards, graphs, or charts

Ninety-three percent of the members of this cluster are AD, 65 percent of whom are ACC airmen. The remaining 7 percent (1 airman) comes from the ANG. Seventy-two percent of the airmen perform at the 5-skill level while the remaining 28 percent are evenly split between the 3- and 7-skill level. The average TAFMS for the AD airmen is 9.5 years, experience corresponding to the shift towards maintenance management. The paygrade distribution includes 50 percent at the E-4 paygrade, 29 percent for the E-5 members, and 14 percent E-6 respondents. The

experience, however, does not necessarily equate to added supervisory responsibilities as only 43 percent of the members are supervisors (see Table 4).

The first of the jobs identified within the cluster is the AIRCRAFT COORDINATOR JOB. They are responsible for coordinating the maintenance of the aircraft with maintenance control as well as debriefing flight crews. Some of the top tasks they perform are listed below:

- Review aircraft flight or maintenance records, such as TO Forms 781-series
- Debrief flight crews
- Coordinate aircraft maintenance with maintenance control or other agencies

The second job identified within the cluster is the EQUIPMENT COORDINATOR JOB. These members seem to concern themselves with tracking and coordinating the maintenance of equipment rather than aircraft. Some of their top tasks include:

- Coordinate maintenance of equipment with appropriate agency
- Verify accuracy of CAMS daily inputs
- Track equipment maintenance discrepancies in CAMS

VI. EXPEDITER JOB (GP473). Another maintenance managerial-type job identified in the career field is the Expediter Job. Containing 12 airmen, this group represents about 1 percent of the career field sample. Of the 21 tasks performed on average by these members, many of the tasks are grouped into Duty L, Performing Management and Supervisory Activities, which accounts for 49 percent of their time. Duty J, Performing Maintenance Management activities accounts for 15 percent of their time (see Table 3). These airmen are responsible for getting the aircraft back into the air and keeping up with flying maintenance schedules. Representative tasks performed by these airmen include:

- Coordinate aircraft maintenance with maintenance control or other agencies
- Determine or establish work assignments or priorities
- Assign personnel to work areas or duty positions
- Review flight schedules
- Review preventive maintenance schedules
- Assist in evaluating aircraft impounds or quarantines
- Verify mission capability conditions

All members of this job are AD personnel with a majority in ACC (59 percent), though USAFE also accounts for 17 percent of the representation. Seventy-five percent of the membership perform at the 7-skill level, while the remaining 25 percent are 5-skill level members. Members are grouped into 2 paygrades; the E-6 paygrade accounts for 67 percent of the airmen and E-7 accounts for the remaining 33 percent. These experienced personnel average just over 16.5 years TAFMS. Fifty-eight percent of the personnel are supervisors (see Table 4).

VII. QUALITY ASSURANCE JOB (GP455). Twenty airmen, 2 percent of the survey sample, form this group and perform a fairly specialized job. The 120 tasks performed on average by these members are obligated to inspect the quality of work performed by maintainers.



Their duty time is split among several duty titles. Fifteen percent of their time is spent on both Duty A, Performing General Airframe or Aircraft Maintenance Activities, and Duty L, Performing Management and Supervisory Activities. Duty G, Performing General Engine Maintenance Activities, accounts for 14 percent of their time (see Table 3). The top differentiating tasks appear below:

- Inspect flight control components
- Inspect areas for foreign object damage
- Inspect stabilizers
- Inspect rudders
- Inspect trailing edge flaps
- Inspect vertical stab leading edges
- Inspect landing gear shock struts

Though 95 percent of the members are AD (45 percent from ACC), 5 percent are also in the ANG. Experience is evident as 75 percent of the members perform at the 7-skill level, while 25 percent work at the 5-skill level. E-5 is the most common paygrade accounting for 40 percent. E-6 and E-7 personnel each account for 30 percent of the job. Active Duty airmen in this job average about 16 years TAFMS and 45 percent are supervisors (see Table 4).

VIII. SUPPORT CLUSTER (GP517). Thirty members (3 percent of the survey), performing an average of only 27 tasks, comprise this job. These members are responsible for the maintaining and control of the equipment utilized by the career field as well as HAZMAT responsibilities. Three jobs, which will be explained later, were identified within the cluster. These personnel spend 38 percent of their time on their top duty, Duty O, Performing General Supply and Equipment Activities, and another 20 percent on Duty A, Performing General Airframe or Aircraft Maintenance Activities (see Table 3). Some tasks that best represent this job include:

- Inventory equipment, tools, parts, or supplies
- Maintain tool cribs
- Issue or log turn-ins of equipment, tools, parts, or supplies
- Maintain equipment control listings
- Evaluate serviceability of equipment, tools, parts, or supplies
- Perform support equipment minor repairs
- Maintain initial HAZMAT accumulation points

The entire Support Cluster identified in the sample is performed by AD members. ACC members account for 54 percent and AETC, PACAF, and USAFE airmen each comprise 13 percent of the job. Skill level distribution shows a high percentage of 5-skill level members (60 percent) performing the job, while another 27 percent are 7-skill level respondents. Forty percent of the incumbents hold the E-4 paygrade and 34 percent are E-6s. Incumbents average nearly 12 years TAFMS and 43 percent of the respondents have supervisory responsibilities (see Table 4).

The first job identified within the cluster is the HAZMAT JOB. Personnel are responsible for all aspects of the HAZMAT programs within their respective units. Among the top tasks performed by members of the job are:

- Maintain initial HAZMAT accumulation reports
- Dispose of solid hazardous waste
- Complete or maintain HAZMAT files

Another job identified within the cluster is the EQUIPMENT CUSTODIAN JOB. These members control and maintain the tools and equipment used by other members of the career field. Some of the top differentiating tasks performed by these members include:

- Maintain tool cribs
- Inventory equipment, tools, parts, or supplies
- Maintain equipment control listings

The final job identified within the cluster is the SUPPORT SECTION SUPERVISOR JOB. As the name suggests, these members lead the support section including members from the HAZMAT and Equipment Custodian Jobs. These airmen are the most senior of the cluster. Top differentiating tasks include:

- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Counsel subordinates concerning personal matters

IX. TRAINING CLUSTER (GP446). The 14 respondents forming this cluster were identified due to the high percentage of time spent on training, though not necessarily at the technical training school. They average 166 tasks performed, a high number which signals the performance of a technical job as well as training responsibilities. The two jobs identified within the cluster will be discussed later. Twenty percent of their time is spent on Duty B, Performing Aircraft Ground Handling or Servicing Activities, while 16 percent of their time is spent on Duty M, Performing Training Activities. Fifteen percent of their time is also spent on Duty L, Performing Management and Supervisory Activities, displaying a more experienced group of personnel than typical technicians (see Table 3). Some of the tasks that best represent this cluster are:

- Counsel trainees on training progress
- Evaluate progress of trainees
- Determine training requirements
- Perform normal or alternate cockpit entry procedures
- Personalize lesson plans
- Evaluate effectiveness of training programs, plans, or procedures
- Perform safe-for-maintenance inspections

All members of the cluster are AD personnel, 58 percent of whom are in AETC. The skill level distribution is split evenly between the 5- and 7-skill level as each comprises half of the sample. The predominant paygrade is E-6, which contains 72 percent of the members. Airmen in the cluster average 14 years TAFMS, and 71 percent of the incumbents are supervisors (see Table 4).

The first of two jobs identified within the cluster was the INSTRUCTORS JOB. Members of the job work at field training detachments and instruct students through hands-on training. Some of the tasks which separate these members from other members of the cluster include:

- Conduct formal course classroom training
- Personalize lesson plans
- Administer or score tests

The second job of the Training Cluster was the OJT JOB, referring to On-the-Job Training. Incumbents of this job work at operational units and maintain training records for members of the unit as a secondary duty. These members qualify junior personnel on certain aspects of maintenance. Some of the tasks which differentiate these members from the Instructors include:

- Perform powered and non-powered pre-use inspections
- Counsel trainees on training progress
- Schedule CAMS training

X. TECHNICAL SCHOOL INSTRUCTOR JOB (GP461). Nine survey respondents grouped into this job. Members perform an average of 34 tasks and are technical school instructors for members of the career field. Their time is focused on training duties; Duty M, Performing Training Activities accounts for 68 percent of their time, though 13 percent of their time is spent on Duty B, Performing Aircraft Ground Handling or Servicing Activities. (see Table 3). Some of the tasks that best represent the job performed by these airmen are:

- Evaluate progress of trainees
- Counsel trainees on training progress
- Administer or score tests
- Conduct formal course classroom training
- Personalize lesson plans
- Conduct training certifications
- Maintain training records or files

All members are AD personnel and 8 of the 9 work for AETC. Members average 12 years TAFMS. Eight of the 9 members are 5-skill level performers, while one 7-skill level member also grouped into the job. Members are dispersed throughout the mid-level paygrades: 44 percent of the respondents are E-5, 44 percent are E-6, and 12 percent are E-4. Thirty-three percent of the members supervise at least one person (see Table 4).

XI. SAFETY MANAGER JOB (GP511). Five members of the survey sample (less than 1 percent) perform in the Safety Manager Job. These members ensure that safety is always a

consideration while working with the aircraft. Their safety influence is projected upon facilities, equipment, and procedures. These members average performing 29 tasks in the course of accomplishing their duties. Duty L, Performing Management and Supervisory Activities, accounts for 68 percent of their time with their remaining time spread throughout several other duties including 16 percent in Duty N, Performing General Administrative and Technical Order System Activities (see Table 3). Some tasks that best represent this job include:

- Conduct self-inspections or self-assessments
- Conduct safety inspections of facilities
- Write inspection reports
- Compile data for records, reports, logs, or trend analyses
- Evaluate job hazards or compliance with AFOSH program
- Write replies to inspection reports
- Conduct supervisory orientations for newly assigned personnel

The Safety Manager Job includes a high percentage of AD personnel (4 out of 5 members) as well as one ANG airmen. The AD members are distributed throughout the various MAJCOMs. Four of the 5 respondents perform at the 7-skill level, displaying a relatively senior population. The paygrade distribution shows that 40 percent of the members come from each of the E-6 and E-7 paygrades, and 20 percent are E-5 members. TAFMS is also relatively high with AD members averaging almost 17.5 years. However, none of the members are supervisors (see Table 4).

XII. MOBILITY NCO JOB (GP514). The career field also contains a group of personnel who focus on mobility. These 4 members, representing less than 1 percent of the sample, work to ensure mobility plans will be executed flawlessly. These airmen spend 53 percent of their time in Duty K, Performing Mobility and Contingency Activities, and another 29 percent of their time in Duty L, Performing Management and Supervisory Activities (see Table 3). They perform an average of 34 tasks. Some of their top tasks include:

- Coordinate mobility or contingency requirements with appropriate agencies
- Review mobility, contingency, disaster preparedness, or unit emergency or alert plans
- Assign personnel to mobility or contingency positions
- Brief deploying personnel
- Coordinate exercise sourcing requirements with functional managers
- Conduct contingency operation / mobility planning and execution system programs
- Develop mobility inspection checklists

These personnel are all AD members and 3 out of 4 are in ACC. With the war time importance of the job, experienced career field personnel comprise the job. All members perform in the 7-skill level. Seventy-five percent of the members hold the E-7 paygrade. Their experience is further displayed by their average TAFMS of 18.5 years. Also, 75 percent of the members supervise at least one person (see Table 4).

XIII. SUPERVISOR/MANAGER CLUSTER (GP476). A large group of supervisors were identified within this career field. Ten percent of the A-shred survey (100 people) comprise

the Supervisor/Manager Cluster. These members include typical Air Force supervisors and managers. Within the cluster, four jobs were identified which slightly separate the members. These four jobs will be discussed later. The Supervisor/Managers perform an average of 64 tasks. Much of their time (46 percent) is spent performing tasks of Duty L, Performing Management and Supervisory Activities. Thirteen percent of their time is spent on Duty J, Performing Maintenance Management Activities, and another 10 percent of their time is spent on the tasks of Duty M, Performing Training Activities (see Table 3). Their top tasks include:

- Write recommendations for awards or decorations
- Determine or establish work assignments or priorities
- Counsel subordinates concerning personal matters
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Interpret policies, directives, or procedures for subordinates
- Write or indorse military performance reports

Supervisor/Managers were identified from AD and ANG components, though the ANG comprises only 4 percent. Thirty-six percent of the cluster comes from ACC, but PACAF (26 percent) and AETC (18 percent) also have good representation. These members are among the most experienced in the career field. Their skill level distribution shows that 85 percent of the members are performing at the 7-skill level, while the remaining 15 percent are performing in the 5-skill level. Personnel also hold advanced paygrades: 65 percent E-7, 27 percent E-6, and 8 percent E-5. AD members average more than 17.5 years TAFMS and 94 percent supervise at least one other person (see Table 4).

This final cluster contains a variety of flight chiefs, supervisors, and managers. Four particular jobs were identified within the cluster, PRODUCTION MANAGER JOB, CAMS MANAGEMENT JOB, SECTION/FLIGHT CHIEF JOB, and UNIT TRAINING MANAGER JOB. The first of these, the Production Manager Job is comprised of airmen who perform a job similar to that of an Expediter. These members are responsible for aircraft maintenance production and are part of flight line maintenance, ensuring the job is accomplished. Some of their top tasks include:

- Determine or establish work assignments or priorities
- Adjust workload requirements
- Adjust daily maintenance plans to meet operation commitments

The second job identified is the CAMS Management Job which is comprised of members who perform similar to Maintenance Coordinators though much more senior. The members hold an advanced maintenance management role in the career field. Members typically work in the maintenance operations control section. Some of the top tasks performed by these respondents are listed below:

- Verify accuracy of CAMS daily inputs
- Coordinate aircraft maintenance or launch and recovery times with flight crews
- Track equipment maintenance discrepancies in CAMS

Another job identified in the Supervisor Cluster is the Section/Flight Chief Job. These members are the typical Air Force supervisors that are responsible to their airmen in all facets of military life. Some of the top tasks performed by these members are:

- Write or endorse military performance reports
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions

The final job identified in the cluster is the Unit Training Manager Job. These respondents are the senior counterparts to OJT Job members in the Training Cluster. Many tasks are the same, as these members are responsible for maintaining training at operational units. Some of their top tasks are displayed below:

- Evaluate effectiveness of training programs, plans, or procedures
- Develop training programs, plans, or procedures
- Evaluate progress of trainees

#### Comparison to Previous Study

Table 5 lists the clusters and jobs identified in this report and compares them to the jobs of the 1997 OSR. Only slight differences arise. The previous survey did not include Phase Inspection or Safety Manager Jobs. Due to the small numbers of each, they could have easily been missed in the previous survey or grouped into the basic Crew Chief/Mechanic Job. Similarly, the current analysis did not show substantial differentiation to report a separate Wheel and Tire Job as reported in the previous OSR. The slight differences in jobs and clusters reported do not reflect a substantial change of specialization within the career field.

TABLE 3

## RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Core Crew Chief Job (GP440) (N=660)	Phase Inspection Job (GP437) (N=3)	Repair & Reclaim Job (GP443) (N=64)	Transient Alert Job (GP458) (N=13)	Maint Coordinator Cluster (GP464) (N=14)
A Performing General Airframe or Aircraft Maintenance Activities	17	31	12	16	8
B Performing Aircraft Ground Handling or Servicing Activities	23	26	16	51	*
C Maintaining Landing Gear Systems	11	15	20	3	0
D Maintaining Utility Systems	6	3	*	2	0
E Maintaining Flight Control Systems	9	16	36	3	0
F Maintaining Hydraulic or Pneumatic Systems	7	2	1	1	*
G Performing General Engine Maintenance Activities	12	1	2	5	2
H Maintaining Fuel Systems	3	*	*	1	0
I Maintaining Electrical Systems	4	*	*	1	0
J Performing Maintenance Management Activities	3	*	3	3	49
K Performing Mobility and Contingency Activities	1	*	2	2	2
L Performing Management and Supervisory Activities	2	0	2	6	14
M Performing Training Activities	*	*	1	2	7
N Performing General Administrative and Technical Order System Activities	*	*	*	1	12
O Performing General Supply and Equipment Activities * less than 1 percent performing	1	3	3	3	5

TABLE 3 (CONTINUED)

## RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Expediter Job (GP473) (N=12)	Quality Assurance Job (GP455) (N=20)	Support Cluster (GP517) (N=30)	Training Cluster (GP446) (N=14)
A Performing General Airframe or Aircraft Maintenance Activities	11	15	20	14
B Performing Aircraft Ground Handling or Servicing Activities	2	6	8	20
C Maintaining Landing Gear Systems	0	10	0	3
D Maintaining Utility Systems	0	5	0	3
E Maintaining Flight Control Systems	0	7	0	8
F Maintaining Hydraulic or Pneumatic Systems	0	2	0	3
G Performing General Engine Maintenance Activities	2	14	0	5
H Maintaining Fuel Systems	0	2	0	1
I Maintaining Electrical Systems	0	4	2	2
J Performing Maintenance Management Activities	15	6	1	4
K Performing Mobility and Contingency Activities	3	2	6	1
L Performing Management and Supervisory Activities	49	15	15	15
M Performing Training Activities	1	3	4	16
N Performing General Administrative and Technical Order System Activities	5	5	6	2
O Performing General Supply and Equipment Activities * less than 1 percent performing	12	4	38	3



TABLE 3 (CONTINUED)

## RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Tech School Instructor Job (GP461) (N=9)	Safety Manager Job (GP511) (N=5)	Mobility NCO Job (GP514) (N=4)	Supervisor / Manager Cluster (GP476) (N=100)
A Performing General Airframe or Aircraft Maintenance Activities	4	2	*	6
B Performing Aircraft Ground Handling or Servicing Activities	13	0	*	3
C Maintaining Landing Gear Systems	1	0	0	*
D Maintaining Utility Systems	1	0	0	*
E Maintaining Flight Control Systems	0	0	0	*
F Maintaining Hydraulic or Pneumatic Systems	*	0	0	*
G Performing General Engine Maintenance Activities	1	0	0	*
H Maintaining Fuel Systems	0	0	0	0
I Maintaining Electrical Systems	*	0	0	0
J Performing Maintenance Management Activities	1	4	0	13
K Performing Mobility and Contingency Activities	0	7	53	5
L Performing Management and Supervisory Activities	8	68	29	46
M Performing Training Activities	68	3	5	10
N Performing General Administrative and Technical Order System Activities	1	16	11	7
O Performing General Supply and Equipment Activities * less than 1 percent performing	1	0	*	8

TABLE 4

## SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Core Crew Chief Job (GP440) (N=660)	Phase Inspection Job (GP437) (N=3)	Repair & Reclaim Job (GP443) (N=64)	Transient Alert Job (GP458) (N=13)	Maint Coordinator Cluster (GP464) (N=14)
PERCENT OF SAMPLE	65	*	6	1	1
PERCENT IN CONUS	68	100	72	62	86
DAFSC DISTRIBUTION:					
2A333A	37	33	20	31	14
2A353A	54	67	60	61	72
2A373A	9	0	20	8	14
COMPONENT STATUS:					
ACTIVE DUTY TOTAL	89	67	78	92	93
ACC	43	67	48	61	65
AETC	10	0	0	0	7
PACAF	18	0	13	8	0
USAFE	12	0	14	23	7
AFMC	6	0	3	0	14
AIR NATIONAL GUARD	10	33	22	0	7
AIR FORCE RESERVE COMMAND	1	0	0	8	0
PAYGRADE DISTRIBUTION:					
E-1 - E-3	32	67	16	23	7
E-4	31	0	34	31	50
E-5	27	33	30	38	29
E-6	9	0	19	8	14
E-7	1	0	1	0	0
E-8	0	0	0	0	0
AVERAGE MONTHS TAFMS **	77	21	92	84	115
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) **	51	100	42	42	38
PERCENT SUPERVISING	38	0	42	38	43
AVERAGE NUMBER OF TASKS PERFORMED	303	98	169	87	15

\*Less than one \*\*Active Duty Only

TABLE 4 (CONTINUED)

## SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Expediter Job (GP473) (N=12)	Quality Assurance Job (GP455) (N=20)	Support Cluster (GP517) (N=30)	Training Cluster (GP446) (N=14)
PERCENT OF SAMPLE	1	2	3	1
PERCENT IN CONUS	67	65	70	57
DAFSC DISTRIBUTION:				
2A333A	0	0	13	0
2A353A	25	25	60	50
2A373A	75	75	27	50
COMPONENT STATUS:				
ACTIVE DUTY TOTAL	100	95	100	100
ACC	59	45	54	14
AETC	8	10	13	58
PACAF	8	15	13	0
USAFE	17	15	13	21
AFMC	8	10	7	7
AIR NATIONAL GUARD	0	5	0	0
AIR FORCE RESERVE COMMAND	0	0	0	0
PAYGRADE DISTRIBUTION:				
E-1 - E-3	0	0	3	0
E-4	0	0	40	0
E-5	0	40	23	21
E-6	67	30	34	72
E-7	33	30	0	7
E-8	0	0	0	0
AVERAGE MONTHS TAFMS **	199	191	142	168
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) **	0	0	20	0
PERCENT SUPERVISING	58	45	43	71
AVERAGE NUMBER OF TASKS PERFORMED	21	120	27	166

\*Less than one \*\*Active Duty Only

TABLE 4 (CONTINUED)

## SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Tech School Instructor Job (GP461) (N=9)	Safety Manager Job (GP511) (N=5)	Mobility NCO Job (GP514) (N=4)	Supervisor / Manager Cluster (GP476) (N=100)
PERCENT OF SAMPLE	1	*	*	10
PERCENT IN CONUS	100	80	100	65
DAFSC DISTRIBUTION:				
2A333A	0	0	0	0
2A353A	89	20	0	15
2A373A	11	80	100	85
COMPONENT STATUS:				
ACTIVE DUTY TOTAL	100	80	100	96
ACC	11	20	75	36
AETC	89	20	25	18
PACAF	0	20	0	26
USAFE	0	0	0	9
AFMC	0	20	0	7
AIR NATIONAL GUARD	0	20	0	4
AIR FORCE RESERVE COMMAND	0	0	0	0
PAYGRADE DISTRIBUTION:				
E-1 - E-3	0	0	0	0
E-4	12	0	0	0
E-5	44	20	0	8
E-6	44	40	25	27
E-7	0	40	75	65
E-8	0	0	0	0
AVERAGE MONTHS TAFMS **	144	209	221	212
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) **	0	0	0	0
PERCENT SUPERVISING	33	0	75	94
AVERAGE NUMBER OF TASKS PERFORMED	34	29	34	64

\*Less than one \*\*Active Duty Only

TABLE 5

## SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 STUDIES

CURRENT STUDY (N=1,031)	1997 STUDY (Included A-J Shreds) (N=4,547)
I. Core Crew Chief Job	Crew Chief / Mechanic
II. Phase Inspection Job	<i>No Similar Job Identified</i>
III. Repair and Reclamation Job	Repair and Reclamation
IV. Transient Alert Job	Transient Alert
V. Maintenance Coordinator Cluster	Maintenance Operations Control
VI. Expediter Job	Maintenance Operations Control
VII. Quality Assurance Job	Quality Assurance
VIII. Support Cluster	Support
IX. Training Cluster	Formal Instructor
X. Technical School Instructor Job	Mission Ready Technician Instructor
XI. Safety Manager Job	<i>No Similar Job Identified</i>
XII. Mobility NCO Job	Mobility
XIII. Supervisor / Manager Cluster	Supervisor
<i>No Similar Job Identified</i>	Wheel and Tire

## ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

A variety of tables are included in this section to help explain the progression. Note that there are no 3-skill level members from the ANG or AFRC components. A generally typical pattern of progression is noted within the AFSC 2A3X3A career ladder. Airmen enter the career field performing technical tasks associated with the career field, typically in the Core Crew Chief Job. As personnel gain experience and rise through the skill levels, they are given more responsibilities and have a more supervisory and managerial role.

### Skill-Level Descriptions

Skill-level data must be analyzed from many angles to accurately show the progression through the career ladder. Within the sample survey, AD, AFRC, and ANG personnel are represented at 5- and 7-skill levels. There are also 3-skill level members represented from AD. Many tables have been included to present the skill-level data. To make the next sections easier to understand, the tables are presented in an orderly way. There is an analysis of all personnel (AD, ANG, and AFRC) in the sample sorted by skill-level, followed by a skill-level analysis of only AD airmen. The ANG and AFRC analyses are next, followed by analyses of differences between the components.

**All Components:** Analysis of the DAFSC groups among the combined AD, ANG, and AFRC personnel shows a typical progression through the career ladder. Table 6 shows the distribution of DAFSC members through the clusters and jobs of the career field, while Table 7 shows the distribution of time spent on duties by DAFSC airmen. Table 6 shows that personnel are progressing through the career field. The 3-skill level members learn their craft and become the more experienced technicians at the 5-skill level. While still focused on the Core Crew Chief Job, five-skill level members are also beginning to diversify into other jobs within the career field such as training, repair and reclamation, support, and supervisory positions. Members are generally promoted to a supervisor or NCOIC position as they gain experience and the 7-skill level designation. Table 7 also shows this progression.

The top tasks performed by the DAFSC groups are presented in Tables 8-10. Tables 11 and 12 show the tasks that best differentiate successive skill levels. The 282, 3-skill level members represent 27 percent of the survey sample. The group is comprised of 271 AD members and one AFRC airman. Due to the singular AFRC response, an AFRC 3-skill level analysis is not available in this report. Table 8 shows that the top tasks performed by these respondents are technical in nature, typically servicing and inspecting aircraft. Some calculations are being

accomplished by these airmen, however, most of the work typically includes some type of physical labor. The greatest percentage (86 percent) of these airmen is working in the Core Crew Chief Job, with another 5 percent in the Repair and Reclamation Job.

Five-skill level members account for 49 percent of the sample with 501 respondents from all components. Like the 3-skill level group, the top tasks performed by these airmen come from the technical aircraft maintenance duties of A-I. Tables 6 and 7, however, show that the minor differences between the skill levels are due to career field progression as 5-skill level members gain experience and perform in more diverse jobs and duties. Table 11 shows a progression towards accomplishing training and supervisory tasks at the 5-skill level. These airmen still group heavily (72 percent) into the Core Crew Chief Job, however, begin to gain the responsibilities of the Repair and Reclamation Job and Support Cluster (8 and 4 percent, respectively).

Seven-skill level members begin to show the first great shift from technician to supervisor within the career field. Table 10 shows that most of the top tasks are supervisory- or maintenance management- related. Twenty-four percent of the survey sample (248 airmen) perform at the 7-skill level. These airmen are heavily represented in the Supervisor/Manager Cluster (34 percent) and by a 25 percent composition from the Core Crew Chief Job. Many of the remaining members are spread thinly throughout the remaining clusters and jobs, assuredly in NCOIC positions. Table 12 shows the greatest differences between task performance for 5- and 7-skill level members. The supervisory shift is evident in the table.

**Active Duty:** AD members comprise the majority (90 percent) of the A-shred survey, so the analysis is similar to the all-component analysis. However, the progression of career field members into the supervisory roles is more pronounced in the AD analysis than in the all component analysis. Table 13 shows the distribution of AD DAFSC members through the clusters and jobs of the career field, while Table 14 shows the distribution of time spent on duties by AD DAFSC airmen.

The top tasks performed by the DAFSC groups are presented in Tables 15-17. Tables 18 and 19 show the tasks that best differentiate successive skill levels. The 3-skill level members are performing primarily technical tasks taught at technical school including basic aircraft maintenance and basic inspection procedures. Most of the 281 members were identified in the Core Crew Chief Job (85 percent), with only small percentages of 3-skill level airmen straying to other technical maintenance jobs.

Table 16 shows the top 5-skill level tasks. The table shows that these 438 airmen still perform a great number of technical tasks, though they are also asked to accomplish various maintenance management tasks. Table 18 displays the tasks that differentiate between members of the 3- and 5-skill level. The table shows the additional supervisor and training responsibilities given to a number of 5-skill level airmen. Reviewing Table 13, 71 percent of the members still perform in the Core Crew Chief Job and another 7 percent are in the Repair and Reclamation Job. Other members are dispersed through jobs associated with training, support, supervising, and other technical jobs. Table 14 shows that members are spending time in all the duty titles

though still primarily involved in the technical maintenance duties. This time distribution reveals their increased responsibilities along with their technical focus.

The top tasks performed by the 206 AD 2A373A airmen are displayed in Table 17. Note the shift from technician at the 5-skill level to supervisor at the 7-skill level. Thirty-nine percent of the members are in the Supervisor/Manager Cluster. Those left in the technical clusters and jobs include 18 percent in the Core Crew Chief Job and 7 percent in the Quality Assurance Job. The shift from technician to supervisor is also evident in Table 14 which shows the shift in time spent on duties. Supervisory and managerial activities account for the largest percentage of their time. This shift is further displayed in Table 19 which shows the most differentiating tasks.

**Air National Guard (ANG):** ANG members comprise 9 percent of the A-shred survey sample and includes 97 respondents in the 5- and 7-skill levels. With only two skill levels, trends are more difficult to discern in analysis, however, a slight progression is evident. Table 20 presents percentage of ANG skill level members in specialty jobs and clusters. Table 21 shows percent time spent on duties by skill level. Tables 22 and 23 are dedicated to listing the top tasks of the ANG skill levels. Table 24 displays the tasks which differentiate personnel of each skill level. Each of these tables gives support for the slight progression of airmen through the career ladder from technician to supervisor and manager.

Table 22 lists the top tasks performed by ANG DAFSC 2A353A respondents. With 60 respondents, this group accounts for 62 percent of the ANG sample and 6 percent of the total survey sample. The top tasks focus on inspections of flight control systems and the airframe. Several ground handling and aircraft servicing tasks also appear. As junior members of the ANG, 5-skill level airmen perform exclusively in the technical aspects of the career field. Table 20 shows that the Core Crew Chief Job (78 percent) and Repair and Reclamation Job (13 percent) contain most of these airmen. Table 21 supports the technical nature of work for these respondents.

Table 23 presents the top 7-skill level tasks. Tasks associated with ground handling and servicing aircraft are predominant in the table. The group is comprised of 37 respondents. Similar to the 5-skill level airmen, most members group into the Core Crew Chief Job (57 percent) or Repair and Reclamation Job (16 percent), however, a small number of 7-skill level members have progressed into the Supervisor/Manager Cluster (11 percent). Tasks which best differentiate between ANG 5- and 7-skill level members are presented in Table 24. Note the additional supervisor and advanced technical responsibilities held by 7-skill level members.

**Air Force Reserve Command (AFRC):** AFRC members comprise about 1 percent of the A-shred survey, with 9 members. As with the ANG analysis, trends are difficult to distinguish in the analysis of only the 5- and 7-skill levels and with so few members, however, data is presented. Table 25 shows the distribution of AFRC DAFSC members through the clusters and jobs of the career field, while Table 26 shows the distribution of time spent on duties by AFRC DAFSC airmen. There appears to be very little progression through the AFRC career ladder sample.



The top tasks performed by the DAFSC groups are presented in Tables 27 and 28. Table 29 show the tasks that best differentiate the skill levels. The 5-skill level members are performing primarily technical tasks aircraft servicing and general airframe or aircraft maintenance tasks as seen in Table 27. Two of the three members were identified in Core Crew Chief Job (Table 25) and most of their time is spent on the most technical duties (see Table 26).

The top tasks performed by AFRC 2A373A airmen are displayed in Table 28. The top task listing is comprised of tasks very similar to those performed by 5-skill level members with the added focus on landing gear, wheels, and tires. Table 29 displays the top task differences with 5-skill level members including the 7-skill level performance of contingency and wheel or tire tasks. However, Table 28 shows that two of the five members are still grouped into the Core Crew Chief Job. Table 29 shows a continued technical focus to include general airframe or aircraft maintenance activities (25 percent) and aircraft ground handling or servicing activities (21 percent).

**Component Comparisons:** Within similar skill levels, the main task differences between components are highlighted in Tables 30-35. AD members are first compared to ANG members in Tables 30 and 31. AD tasks are compared to AFRC tasks in Tables 32 and 33, and Tables 34 and 35 are dedicated to the task differences between ANG and AFRC members.

Table 30 begins to show the more advanced work performed by 5-skill level AD personnel. At the 5-skill level comparison, AD members are performing more engine maintenance-related tasks than their peers in the ANG. Tasks associated with LOX differentiate ANG from AD at the 5-skill level.

Table 31 highlights the differences between the 7-skill level members of the AD and ANG components. The differentiating tasks show more of a management focus for AD members, while the ANG airmen are still relatively technical.

Table 32 begins the AD versus AFRC analyses. It is important to remember the numbers of personnel in each group as there are only 3 airmen in the AFRC 5-skill level sample. AFRC 5-skill level members are the junior members of the component and are obligated the technical tasks of the career field. AD members show more of a progression towards supervisory responsibilities at the 5-skill level.

Table 33 shows more AD progression to supervisory and managerial positions, while AFRC members continue to support Core Crew Chief Job in a technical nature. The differences between top tasks are quite substantial and clearly show groups with differing mentalities. AFRC members have not progressed from technician, albeit advanced technician, at the 7-skill level.

Table 34 shows the 5-skill level comparison of ANG and AFRC respondents. The table shows more focused maintenance (aircraft servicing and airframe maintenance) for the AFRC airmen compared to the diverse maintenance of the ANG members. Again, the small number of AFRC respondents may accentuate differences that are actually less severe.

Table 35 shows the top tasks which differentiate the ANG and AFRC 7-skill level members. Some maintenance management tasks separate ANG members from their AFRC counterparts. AFRC members appear to be more technically focused at the 7-skill level than ANG airmen.

### Summary

Progression appears to follow a typical pattern, especially for the AD members. Personnel from the 3-skill level begin their career working in the Core Crew Chief Job. Their jobs require them to perform strictly technical tasks. At the 5-skill level, personnel are required to perform more advanced technical tasks and are given more responsibility. Seven-skill level members work more heavily in a supervisory role and perform technically in the role of NCOIC.

None of the trends or comparisons analyzed in the study suggest problems with the career field or progression. ANG and AFRC members typically stay much more technically focused than their AD counterparts throughout their careers, as is the case with this career field.

TABLE 6

DISTRIBUTION OF ALL COMPONENT DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

SPECIALTY JOBS	ALL 2A33A (N=282)	ALL 2A353A (N=501)	ALL 2A373A (N=248)
CORE CREW CHIEF JOB	86	72	25
PHASE INSPECTIONS JOB	*	*	0
REPAIR AND RECLAMATION JOB	5	8	5
TRANSIENT ALERT JOB	1	2	*
MAINTENANCE COORDINATOR CLUSTER	*	2	*
EXPEDITER JOB	0	*	4
QUALITY ASSURANCE JOB	0	1	6
SUPPORT CLUSTER	1	4	3
TRAINING CLUSTER	0	1	3
TECHNICAL SCHOOL INSTRUCTOR JOB	0	2	*
SAFETY MANAGER JOB	0	*	2
MOBILITY NCO JOB	0	0	2
SUPERVISOR / MANAGER CLUSTER	0	3	34
Not Grouped	6	4	15

\* Less than one percent

TABLE 7

## RELATIVE PERCENT TIME SPENT ON DUTIES BY ALL COMPONENT DAFSC GROUPS

DUTIES	ALL 2A333A (N=282)			ALL 2A353A (N=501)		ALL 2A373A (N=248)
A Performing General Airframe or Aircraft Maintenance Activities	18	16	12			
B Performing Aircraft Ground Handling or Servicing Activities	24	20	10			
C Maintaining Landing Gear Systems	11	10	5			
D Maintaining Utility Systems	5	4	2			
E Maintaining Flight Control Systems	11	10	5			
F Maintaining Hydraulic or Pneumatic Systems	6	5	2			
G Performing General Engine Maintenance Activities	10	10	5			
H Maintaining Fuel Systems	3	2	1			
I Maintaining Electrical Systems	4	3	1			
J Performing Maintenance Management Activities	3	4	8			
K Performing Mobility and Contingency Activities	1	2	4			
L Performing Management and Supervisory Activities	1	5	28			
M Performing Training Activities	*	3	6			
N Performing General Administrative and Technical Order System Activities	*	2	5			
O Performing General Supply and Equipment Activities	2	4	6			

\* Less than one percent

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A333A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=282)
A0021	Inspect areas for foreign object damage (FOD)	95
A0068	Remove or install aircraft hardware, such as screws or fasteners	94
B0183	Perform safe-for-maintenance inspections	93
A0006	Clean up fuel, oil, or hydraulic spills	92
C0247	Inspect aircraft tires	91
B0175	Perform brake operator or wing, tail, or chalk walker operations	91
B0204	Service aircraft tires	91
A0043	Open or close hinged doors	90
A0013	Identify fuel, oil, air, or hydraulic leaks	90
A0036	Lubricate aircraft components	89
B0130	Apply or remove aircraft external hydraulic power	89
B0157	Marshal aircraft	88
A0058	Perform normal or alternate cockpit entry procedures	88
E0355	Inspect stabilizers	88
B0208	Service AMADs	88
E0354	Inspect rudders	87
E0356	Inspect trailing edge flaps	86
B0145	Fuel aircraft using single-point methods	85
A0031	Inspect radomes	85
B0169	Perform aircraft preflight inspections	84
B0173	Perform aircraft thruflight inspections	84
C0255	Inspect landing gear shock struts	84
B0168	Perform aircraft postflight inspections	83
C0248	Inspect aircraft wheel assemblies	83
E0350	Inspect flight control components	82
B0186	Perform walk-around inspections	81
B0165	Perform aircraft launch checklist procedures	79
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	79
B0126	Apply or remove aircraft external alternating current (AC) electrical power	78

Average Number of Tasks Performed - 251

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A353A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=501)
B0130	Apply or remove aircraft external hydraulic power	82
A0021	Inspect areas for foreign object damage (FOD)	81
A0068	Remove or install aircraft hardware, such as screws or fasteners	81
C0247	Inspect aircraft tires	81
A0043	Open or close hinged doors	81
B0185	Perform tow vehicle operations	81
A0006	Clean up fuel, oil, or hydraulic spills	81
B0183	Perform safe-for-maintenance inspections	80
E0354	Inspect rudders	80
E0355	Inspect stabilizers	80
A0013	Identify fuel, oil, air, or hydraulic leaks	80
B0152	Jack aircraft using tripod jacks	80
B0175	Perform brake operator or wing, tail, or chalk walker operations	78
A0058	Perform normal or alternate cockpit entry procedures	77
E0350	Inspect flight control components	76
B0224	Service hydraulic systems	76
B0157	Marshal aircraft	75
B0126	Apply or remove aircraft external alternating current (AC) electrical power	73
B0145	Fuel aircraft using single-point methods	72
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	71
C0248	Inspect aircraft wheel assemblies	71
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	65
A0037	Maintain facilities	57
J0680	Maintain records in CAMS	55
M0792	Conduct on-the-job training (OJT)	53
O0852	Inventory equipment, tools, parts, or supplies	51
J0682	Retrieve CAMS listings or reports	47
O0862	Maintain tool cribs	13

Average Number of Tasks Performed - 253

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A373A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=248)
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	65
L0772	Inspect personnel for compliance with military standards	62
L0747	Determine or establish work assignments or priorities	58
L0744	Counsel subordinates concerning personal matters	58
L0773	Interpret policies, directives, or procedures for subordinates	56
L0786	Write recommendations for awards or decorations	55
L0741	Conduct supervisory performance feedback sessions	54
L0738	Conduct self-inspections or self-assessments	52
J0682	Retrieve CAMS listings or reports	52
M0792	Conduct on-the-job training (OJT)	51
L0734	Assign personnel to work areas or duty positions	50
L0768	Evaluate personnel for compliance with performance standards	50
M0807	Maintain training records or files	50
M0796	Counsel trainees on training progress	49
L0785	Write or indorse military performance reports	48
M0797	Determine training requirements	48
L0752	Develop or establish work schedules	47
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	42
L0732	Analyze workload requirements	41
J0684	Review preventive maintenance schedules	41
J0690	Verify accuracy of CAMS daily inputs	41
L0759	Ensure compliance of HAZMAT programs	39
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	33
L0731	Adjust daily maintenance plans to meet operation commitments	32
N0828	Maintain or update status indicators, such as boards, graphs, or charts	31

Average Number of Tasks Performed - 139

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ALL DAFSC 2A33A AND 2A353A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2A33A (N=282)	ALL 2A353A (N=501)	DIFFERENCE
E0351 Inspect leading edge flaps	51	32	19
M0796 Counsel trainees on training progress	5	39	-35
M0792 Conduct on-the-job training (OJT)	21	53	-33
M0804 Evaluate progress of trainees	4	35	-31
L0741 Conduct supervisory performance feedback sessions	2	32	-30
L0744 Counsel subordinates concerning personal matters	7	37	-30
B0234 Supervise towing operations	44	73	-29
L0772 Inspect personnel for compliance with military standards	9	38	-29
L0786 Write recommendations for awards or decorations	3	31	-28
L0785 Write or indorse military performance reports	4	31	-27
A0057 Perform in-progress inspections (IPIs)	22	44	-22
L0768 Evaluate personnel for compliance with performance standards	4	26	-22
B0229 Supervise aircraft jacking or cart operations	45	66	-21
L0747 Determine or establish work assignments or priorities	7	28	-21



TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ALL DAFSC 2A353A AND 2A373A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2A353A (N=501)	ALL 2A373A (N=248)	DIFFERENCE
B0202 Service aircraft actuators	73	29	45
E0360 Operationally check aileron, flap, or elevon systems	72	27	44
A0036 Lubricate aircraft components	76	32	44
B0201 Service aircraft accumulators	76	32	44
B0224 Service hydraulic systems	76	32	44
B0226 Service landing gear shock struts	74	30	43
B0130 Apply or remove aircraft external hydraulic power	82	39	43
B0195 Remove or install oil system delta-pressure (delta-P) indicators	64	21	43
A0002 Clean aircraft exteriors, other than transparent surfaces	67	24	43
A0003 Clean aircraft interiors	59	17	43
L0752 Develop or establish work schedules	14	47	-33
L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	6	38	-32
L0747 Determine or establish work assignments or priorities	28	58	-30
L0773 Interpret policies, directives, or procedures for subordinates	26	56	-30
L0732 Analyze workload requirements	11	41	-30
L0738 Conduct self-inspections or self-assessments	23	52	-29

TABLE 13

DISTRIBUTION OF AD DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

SPECIALTY JOBS	AD		
	2A333A (N=281)	2A353A (N=438)	2A373A (N=206)
CORE CREW CHIEF JOB	85	71	18
PHASE INSPECTIONS JOB	*	*	0
REPAIR AND RECLAMATION JOB	5	7	3
TRANSIENT ALERT JOB	1	2	0
MAINTENANCE COORDINATOR CLUSTER	*	2	1
EXPEDITER JOB	0	*	4
QUALITY ASSURANCE JOB	0	1	7
SUPPORT CLUSTER	1	4	4
TRAINING CLUSTER	0	2	3
TECHNICAL SCHOOL INSTRUCTOR JOB	0	2	1
SAFETY MANAGER JOB	0	*	2
MOBILITY NCO JOB	0	0	2
SUPERVISOR / MANAGER CLUSTER	0	3	39
Not Grouped	7	5	16

\* Less than one percent

TABLE 14

## RELATIVE PERCENT TIME SPENT ON DUTIES BY AD DAFSC GROUPS

DUTIES	AD 2A333A (N=281)	AD 2A353A (N=438)	AD 2A373A (N=206)
A Performing General Airframe or Aircraft Maintenance Activities	18	16	11
B Performing Aircraft Ground Handling or Servicing Activities	24	20	8
C Maintaining Landing Gear Systems	11	10	4
D Maintaining Utility Systems	5	4	2
E Maintaining Flight Control Systems	11	10	4
F Maintaining Hydraulic or Pneumatic Systems	6	6	2
G Performing General Engine Maintenance Activities	10	10	4
H Maintaining Fuel Systems	3	2	1
I Maintaining Electrical Systems	4	3	1
J Performing Maintenance Management Activities	3	4	8
K Performing Mobility and Contingency Activities	1	2	4
L Performing Management and Supervisory Activities	1	5	32
M Performing Training Activities	*	3	7
N Performing General Administrative and Technical Order System Activities	*	1	6
O Performing General Supply and Equipment Activities	2	4	6

\* Less than one percent

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A333A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=281)
A0021	Inspect areas for foreign object damage (FOD)	95
A0068	Remove or install aircraft hardware, such as screws or fasteners	94
B0183	Perform safe-for-maintenance inspections	93
A0006	Clean up fuel, oil, or hydraulic spills	92
C0247	Inspect aircraft tires	91
B0175	Perform brake operator or wing, tail, or chalk walker operations	91
B0204	Service aircraft tires	91
A0043	Open or close hinged doors	90
A0036	Lubricate aircraft components	90
A0013	Identify fuel, oil, air, or hydraulic leaks	90
B0130	Apply or remove aircraft external hydraulic power	89
B0157	Marshal aircraft	88
A0058	Perform normal or alternate cockpit entry procedures	88
E0355	Inspect stabilizers	88
B0208	Service AMADs	88
E0354	Inspect rudders	87
A0031	Inspect radomes	86
E0356	Inspect trailing edge flaps	86
B0145	Fuel aircraft using single-point methods	85
B0169	Perform aircraft preflight inspections	84
B0173	Perform aircraft thruflight inspections	84
C0255	Inspect landing gear shock struts	84
B0168	Perform aircraft postflight inspections	83
C0248	Inspect aircraft wheel assemblies	83
E0350	Inspect flight control components	82
B0186	Perform walk-around inspections	81
B0165	Perform aircraft launch checklist procedures	79
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	79
B0126	Apply or remove aircraft external alternating current (AC) electrical power	78

Average Number of Tasks Performed - 250

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A353A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=438)
B0130	Apply or remove aircraft external hydraulic power	81
A0021	Inspect areas for foreign object damage (FOD)	80
A0043	Open or close hinged doors	80
B0185	Perform tow vehicle operations	80
A0006	Clean up fuel, oil, or hydraulic spills	80
A0068	Remove or install aircraft hardware, such as screws or fasteners	79
B0183	Perform safe-for-maintenance inspections	79
C0247	Inspect aircraft tires	79
A0013	Identify fuel, oil, air, or hydraulic leaks	79
B0152	Jack aircraft using tripod jacks	79
E0354	Inspect rudders	78
B0129	Apply or remove aircraft external ground cooling air	78
E0355	Inspect stabilizers	78
B0175	Perform brake operator or wing, tail, or chalk walker operations	77
A0058	Perform normal or alternate cockpit entry procedures	76
B0157	Marshal aircraft	74
B0126	Apply or remove aircraft external alternating current (AC) electrical power	72
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	64
A0037	Maintain facilities	57
M0792	Conduct on-the-job training (OJT)	56
J0680	Maintain records in CAMS	54
O0852	Inventory equipment, tools, parts, or supplies	50
J0682	Retrieve CAMS listings or reports	46
M0796	Counsel trainees on training progress	42
J0690	Verify accuracy of CAMS daily inputs	37
M0804	Evaluate progress of trainees	37
O0853	Issue or log turn-ins of equipment, tools, parts, or supplies	23
O0862	Maintain tool cribs	12

Average Number of Tasks Performed - 255

TABLE 17

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A373A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=206)
L0772	Inspect personnel for compliance with military standards	68
L0747	Determine or establish work assignments or priorities	64
L0786	Write recommendations for awards or decorations	63
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	62
L0744	Counsel subordinates concerning personal matters	62
L0741	Conduct supervisory performance feedback sessions	62
L0773	Interpret policies, directives, or procedures for subordinates	61
L0785	Write or indorse military performance reports	58
L0738	Conduct self-inspections or self-assessments	57
L0768	Evaluate personnel for compliance with performance standards	56
L0734	Assign personnel to work areas or duty positions	55
M0807	Maintain training records or files	55
L0752	Develop or establish work schedules	52
J0682	Retrieve CAMS listings or reports	52
M0797	Determine training requirements	52
M0796	Counsel trainees on training progress	51
M0792	Conduct on-the-job training (OJT)	50
L0761	Establish performance standards for subordinates	50
L0740	Conduct supervisory orientations for newly assigned personnel	47
L0732	Analyze workload requirements	44
L0759	Ensure compliance of HAZMAT programs	43
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	40
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	36
N0828	Maintain or update status indicators, such as boards, graphs, or charts	34
L0731	Adjust daily maintenance plans to meet operation commitments	34

Average Number of Tasks Performed - 121

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSC 2A333A AND 2A353A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A333A (N=281)	AD 2A353A (N=438)	DIFFERENCE
E0351 Inspect leading edge flaps	51	30	21
M0796 Counsel trainees on training progress	5	42	-37
L0744 Counsel subordinates concerning personal matters	7	42	-35
M0792 Conduct on-the-job training (OJT)	21	56	-35
L0741 Conduct supervisory performance feedback sessions	2	36	-34
M0804 Evaluate progress of trainees	4	37	-33
L0786 Write recommendations for awards or decorations	3	35	-32
L0772 Inspect personnel for compliance with military standards	9	41	-32
L0785 Write or indorse military performance reports	4	35	-31
B0234 Supervise towing operations	44	73	-29
L0768 Evaluate personnel for compliance with performance standards	4	29	-25
A0057 Perform in-progress inspections (IPIs)	22	46	-24

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSC 2A353A AND 2A373A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A353A (N=438)	AD 2A373A (N=206)	DIFFERENCE
A0036 Lubricate aircraft components	74	22	51
B0224 Service hydraulic systems	75	24	51
B0202 Service aircraft actuators	72	21	51
E0360 Operationally check aileron, flap, or elevator systems	71	20	50
B0201 Service aircraft accumulators	75	25	50
C0245 Bleed aircraft brake systems	69	19	50
B0130 Apply or remove aircraft external hydraulic power	81	31	50
B0226 Service landing gear shock struts	71	22	49
A0002 Clean aircraft exteriors, other than transparent surfaces	65	16	49
L0752 Develop or establish work schedules	15	52	-37
L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	7	43	-36
L0738 Conduct self-inspections or self-assessments	22	57	-35
L0747 Determine or establish work assignments or priorities	30	64	-34
L0773 Interpret policies, directives, or procedures for subordinates	28	61	-33
L0732 Analyze workload requirements	11	44	-33
L0751 Develop or establish work methods or procedures	16	44	-28
L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	8	36	-28



TABLE 20

DISTRIBUTION OF ANG DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

SPECIALTY JOBS	ANG 2A353A (N=60)	ANG 2A373A (N=37)
CORE CREW CHIEF JOB	78	57
PHASE INSPECTIONS JOB	2	0
REPAIR AND RECLAMATION JOB	13	16
TRANSIENT ALERT JOB	0	0
MAINTENANCE COORDINATOR CLUSTER	2	0
EXPEDITER JOB	0	0
QUALITY ASSURANCE JOB	0	3
SUPPORT CLUSTER	0	0
TRAINING CLUSTER	0	0
TECHNICAL SCHOOL INSTRUCTOR JOB	0	0
SAFETY MANAGER JOB	0	3
MOBILITY NCO JOB	0	0
SUPERVISOR / MANAGER CLUSTER	0	11
Not Grouped	5	10

TABLE 21

## RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG DAFSC GROUPS

DUTIES	ANG 2A353A (N=60)	ANG 2A373A (N=37)
A Performing General Airframe or Aircraft Maintenance Activities	20	16
B Performing Aircraft Ground Handling or Servicing Activities	26	20
C Maintaining Landing Gear Systems	12	11
D Maintaining Utility Systems	4	4
E Maintaining Flight Control Systems	11	10
F Maintaining Hydraulic or Pneumatic Systems	3	3
G Performing General Engine Maintenance Activities	7	6
H Maintaining Fuel Systems	3	2
I Maintaining Electrical Systems	4	3
J Performing Maintenance Management Activities	4	6
K Performing Mobility and Contingency Activities	1	2
L Performing Management and Supervisory Activities	1	9
M Performing Training Activities	1	2
N Performing General Administrative and Technical Order System Activities	1	3
O Performing General Supply and Equipment Activities	2	3

\* Less than one percent

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A353A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=60)
E0354	Inspect rudders	95
E0355	Inspect stabilizers	95
A0021	Inspect areas for foreign object damage (FOD)	92
C0247	Inspect aircraft tires	92
B0204	Service aircraft tires	92
E0357	Inspect vertical stab leading edges	92
B0185	Perform tow vehicle operations	92
A0036	Lubricate aircraft components	92
A0068	Remove or install aircraft hardware, such as screws or fasteners	90
B0130	Apply or remove aircraft external hydraulic power	90
A0019	Inspect aircraft windows, windscreens, aft transparencies, or canopy systems	90
A0006	Clean up fuel, oil, or hydraulic spills	90
A0043	Open or close hinged doors	88
E0356	Inspect trailing edge flaps	87
B0183	Perform safe-for-maintenance inspections	85
B0224	Service hydraulic systems	83
B0169	Perform aircraft preflight inspections	83
B0168	Perform aircraft postflight inspections	83
B0157	Marshal aircraft	83
B0206	Service aircraft with LOX	83
C0248	Inspect aircraft wheel assemblies	82
B0126	Apply or remove aircraft external alternating current (AC) electrical power	82
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	80
A0028	Inspect engine inlets, engine inlet grids, or expansion rings	80
A0017	Inspect aircraft antennas	75
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	73
J0680	Maintain records in CAMS	62

Average Number of Tasks Performed - 230

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A373A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=37)
B0183	Perform safe-for-maintenance inspections	86
B0175	Perform brake operator or wing, tail, or chalk walker operations	86
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	84
B0185	Perform tow vehicle operations	84
A0013	Identify fuel, oil, air, or hydraulic leaks	84
A0021	Inspect areas for foreign object damage (FOD)	81
C0247	Inspect aircraft tires	81
B0229	Supervise aircraft jacking or cart operations	81
B0204	Service aircraft tires	81
B0157	Marshal aircraft	78
A0068	Remove or install aircraft hardware, such as screws or fasteners	78
E0354	Inspect rudders	78
B0152	Jack aircraft using tripod jacks	78
B0234	Supervise towing operations	76
C0248	Inspect aircraft wheel assemblies	73
A0056	Perform ground observer duties	70
J0680	Maintain records in CAMS	62
A0037	Maintain facilities	62
J0690	Verify accuracy of CAMS daily inputs	57
J0682	Retrieve CAMS listings or reports	57
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	57
J0684	Review preventive maintenance schedules	54
O0845	Identify and report equipment or supply problems	41
J0686	Track equipment maintenance discrepancies in CAMS	38
L0773	Interpret policies, directives, or procedures for subordinates	30
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	19
N0813	Compile data for records, reports, logs, or trend analyses	11

Average Number of Tasks Performed - 236

TABLE 24

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG DAFSC 2A353A AND 2A373A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A353A (N=60)	ANG 2A373A (N=37)	DIFFERENCE
E0357 Inspect vertical stab leading edges	92	62	30
G0531 Inspect fuel filters	58	30	29
G0530 Inspect engine stator vanes	55	27	28
E0351 Inspect leading edge flaps	47	19	28
I0656 Operationally check cockpit or indicator warning lights	73	46	27
I0665 Remove or install light bulbs, lenses, light assemblies, or reflectors	77	51	25
A0046 Open or close weapons bay doors	33	8	25
I0654 Inspect weight-on-wheels (WOW) switches	63	41	23
E0355 Inspect stabilizers	95	73	22
E0353 Inspect pitot tubes	78	57	22
A0057 Perform in-progress inspections (IPIs)	28	68	-39
A0081 Remove or install glare shields	25	59	-34
O0869 Process DIFM items	5	38	-33
L0743 Coordinate aircraft maintenance with maintenance control or other agencies	23	57	-33
J0690 Verify accuracy of CAMS daily inputs	23	57	-33
L0744 Counsel subordinates concerning personal matters	7	38	-31
A0009 Debrief flight crews	12	41	-29
G0550 Perform engine oil consumption runs	23	51	-28
A0099 Remove or install wing tips	22	49	-27

TABLE 25

DISTRIBUTION OF AFRC DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	<u>AFRC 2A353A (N=3)</u>	<u>AFRC 2A373A (N=5)</u>
CORE CREW CHIEF JOB	67	40
PHASE INSPECTIONS JOB	0	0
REPAIR AND RECLAMATION JOB	0	0
TRANSIENT ALERT JOB	0	20
MAINTENANCE COORDINATOR CLUSTER	0	0
EXPEDITER JOB	0	0
QUALITY ASSURANCE JOB	0	0
SUPPORT CLUSTER	0	0
TRAINING CLUSTER	0	0
TECHNICAL SCHOOL INSTRUCTOR JOB	0	0
SAFETY MANAGER JOB	0	0
MOBILITY NCO JOB	0	0
SUPERVISOR / MANAGER CLUSTER	0	0
Not Grouped	33	40

\* Less than one percent

TABLE 26

## RELATIVE PERCENT TIME SPENT ON DUTIES BY AFRC DAFSC GROUPS

DUTIES	AFRC 2A353A (N=3)	AFRC 2A373A (N=5)	v
A Performing General Airframe or Aircraft Maintenance Activities	34	25	
B Performing Aircraft Ground Handling or Servicing Activities	24	21	
C Maintaining Landing Gear Systems	7	13	
D Maintaining Utility Systems	4	5	
E Maintaining Flight Control Systems	8	11	
F Maintaining Hydraulic or Pneumatic Systems	5	6	
G Performing General Engine Maintenance Activities	11	7	
H Maintaining Fuel Systems	2	2	
I Maintaining Electrical Systems	2	2	
J Performing Maintenance Management Activities	2	*	
K Performing Mobility and Contingency Activities	*	4	
L Performing Management and Supervisory Activities	0	2	
M Performing Training Activities	*	1	
N Performing General Administrative and Technical Order System Activities	0	*	
O Performing General Supply and Equipment Activities	*	*	

\* Less than one percent

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A353A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=3)
B0145	Fuel aircraft using single-point methods	100
B0146	Fuel aircraft using other than over-the-wing or single-point methods, such as under-the-wing methods	100
B0157	Marshal aircraft	100
B0144	Fuel aircraft using over-the-wing methods	100
A0050	Operationally check aircraft canopy systems	100
B0152	Jack aircraft using tripod jacks	100
B0150	Jack aircraft using axle jacks	100
A0055	Perform flightcrew seat or ejection seat safety inspections	100
A0058	Perform normal or alternate cockpit entry procedures	100
A0019	Inspect aircraft windows, windcreens, aft transparencies, or canopy systems	100
B0133	Defuel aircraft using single-point methods	100
B0132	Defuel aircraft using over-the-wing methods	100
B0134	Defuel aircraft using other than over-the-wing or single-point methods, such as under-the-wing methods	100
A0002	Clean aircraft exteriors, other than transparent surfaces	100
A0043	Open or close hinged doors	100
A0013	Identify fuel, oil, air, or hydraulic leaks	100
A0034	Inspect weapons bay door mechanical systems	100
A0017	Inspect aircraft antennas	100
A0033	Inspect tailpipes, heat shields, or bricks	100
A0044	Open or close hinged windcreens	100
A0020	Inspect aircraft-installed ground service connections	100
B0131	Decontaminate or practice decontaminating aircraft	100
B0129	Apply or remove aircraft external ground cooling air	100
B0130	Apply or remove aircraft external hydraulic power	100
A0054	Operationally check flightcrew seat adjustments	100
A0006	Clean up fuel, oil, or hydraulic spills	100
A0027	Inspect engine exhaust sections or exhaust section components	100
A0021	Inspect areas for foreign object damage (FOD)	100

Average Number of Tasks Performed - 352



TABLE 28

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A373A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=5)
B0150	Jack aircraft using axle jacks	100
A0021	Inspect areas for foreign object damage (FOD)	100
A0006	Clean up fuel, oil, or hydraulic spills	100
A0101	Remove or install wings	100
A0036	Lubricate aircraft components	100
A0013	Identify fuel, oil, air, or hydraulic leaks	100
B0204	Service aircraft tires	100
C0247	Inspect aircraft tires	100
C0248	Inspect aircraft wheel assemblies	100
A0068	Remove or install aircraft hardware, such as screws or fasteners	80
C0278	Remove or install landing gear shock struts	80
B0152	Jack aircraft using tripod jacks	80
A0043	Open or close hinged doors	80
B0181	Perform nonpowered AGE pre-use inspections	80
C0279	Remove or install landing gear structural components other than shock struts, such as drag braces or swing arms	80
C0255	Inspect landing gear shock struts	80
C0275	Remove or install landing gear doors	80
C0274	Remove or install landing gear door mechanisms or linkages	80
A0090	Remove or install radomes	80
C0277	Remove or install landing gear hydraulic system components	80
A0027	Inspect engine exhaust sections or exhaust section components	80
B0133	Defuel aircraft using single-point methods	80
B0182	Perform powered AGE pre-use inspections	80
A0083	Remove or install hinged doors	60
M0792	Conduct on-the-job training (OJT)	60
A0066	Remove or install aircraft canopy actuators	60
C0282	Remove or install nosewheel or tailwheel steering system components	40

Average Number of Tasks Performed - 186

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AFRC DAFSC 2A353A AND 2A373A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2A353A (N=3)	AFRC 2A373A (N=5)	DIFFERENCE
A0061 Remove minor scratches from transparent surfaces	100	*	100
B0146 Fuel aircraft using other than over-the-wing or single-point methods, such as under-the-wing methods	100	*	100
B0151 Jack aircraft using fuselage carts	100	*	100
B0132 Defuel aircraft using over-the-wing methods	100	*	100
A0038 Maintain hazardous spill response trailers or kits	100	*	100
A0081 Remove or install glare shields	100	20	80
B0147 Inspect aircraft restraints	100	20	80
A0088 Remove or install pneumatic charging valves	100	20	80
A0037 Maintain facilities	100	20	80
A0010 Dispose of liquid hazardous waste	100	20	80
K0706 Fill sandbags	*	60	-60
K0709 Inspect packed or palletized mobility or contingency	*	60	-60
C0249 Inspect aircraft wheel bearings	33	80	-47
D0311 Inspect LOX systems	33	80	-47
C0282 Remove or install nosewheel or tailwheel steering system components	*	40	-40
K0703 Dig trenches	*	40	-40
G0566 Remove or install engine bleed-air system components	*	40	-40
L0740 Conduct supervisory orientations for newly assigned personnel	*	40	-40

\* No members performing

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD AND ANG DAFSC 2A353A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A353A (N=438)	ANG 2A353A (N=60)	DIFFERENCE
E0402	59	12	47
G0569	48	5	43
G0570	45	3	41
E0380	53	13	40
L0744	42	7	35
F0476	58	23	35
A0106	43	8	35
G0584	36	2	34
L0785	35	2	33
F0485	55	22	33
C0249	29	60	-31
B0206	52	83	-31
E0353	49	78	-29
B0176	54	82	-28
B0177	13	37	-24
D0349	47	72	-24
D0311	44	67	-23
B0194	50	72	-22
I0656	51	73	-22
A0025	45	67	-21

TABLE 31

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD AND ANG DAFSC 2A373A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A373A (N=206)	ANG 2A373A (N=7)	DIFFERENCE
L0785 Write or indorse military performance reports	58	3	55
L0741 Conduct supervisory performance feedback sessions	62	14	48
L0786 Write recommendations for awards or decorations	63	22	41
L0761 Establish performance standards for subordinates	50	11	40
L0772 Inspect personnel for compliance with military standards	68	32	36
L0747 Determine or establish work assignments or priorities	64	30	34
L0773 Interpret policies, directives, or procedures for subordinates	61	30	31
L0751 Develop or establish work methods or procedures	44	14	31
L0770 Initiate actions required due to substandard performance of personnel	47	16	30
C0240 Adjust arresting hook mechanical systems	14	70	-57
B0204 Service aircraft tires	26	81	-55
B0171 Perform aircraft recovery checklist procedures	19	73	-54
B0194 Remove or install LOX converters	15	68	-53
B0176 Perform end-of-runway (EOR) inspections or pogo procedures	17	70	-53
A0036 Lubricate aircraft components	22	76	-53
C0256 Inspect landing gear structural components, other than shock struts, such as drag braces or swing arms	28	81	-53
B0175 Perform brake operator or wing, tail, or chalk walker operations	33	86	-53
B0202 Service aircraft actuators	21	73	-52
B0157 Marshal aircraft	26	78	-52

TABLE 32

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD AND AFRC DAFSC 2A353A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A353A (N=438)	AFRC 2A353A (N=3)	DIFFERENCE
C0282 Remove or install nosewheel or tailwheel steering system components	53	*	53
L0744 Counsel subordinates concerning personal matters	42	*	42
M0796 Counsel trainees on training progress	42	*	42
L0772 Inspect personnel for compliance with military standards	41	*	41
M0804 Evaluate progress of trainees	37	*	37
L0741 Conduct supervisory performance feedback sessions	36	*	36
G0521 Inspect engine fuel controls	35	*	35
L0785 Write or indorse military performance reports	35	*	35
L0786 Write recommendations for awards or decorations	35	*	35
A0123 Upload or download mission equipment pods	4	100	-96
B0142 Drain water from fuel tank sumps	10	100	-90
B0151 Jack aircraft using fuselage carts	13	100	-87
A0061 Remove minor scratches from transparent surfaces	14	100	-86
B0146 Fuel aircraft using other than over-the-wing or single-point methods, such as under-the-wing methods	17	100	-83
A0096 Remove or install windcreens	18	100	-82
A0038 Maintain hazardous spill response trailers or kits	18	100	-82
A0034 Inspect weapons bay door mechanical systems	22	100	-78
A0044 Open or close hinged windcreens	22	100	-78
A0063 Remove or install access latches	31	100	-69
B0139 Drain liquid oxygen (LOX)	31	100	-69
A0108 Remove or replace inlet center beams	1	67	-66

\* No members performing

TABLE 33

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD AND AFRC DAFSC 2A373A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A373A (N=206)	AFRC 2A373A (N=5)	DIFFERENCE
L0786 Write recommendations for awards or decorations	63	*	63
L0785 Write or indorse military performance reports	58	*	58
L0738 Conduct self-inspections or self-assessments	57	*	57
L0768 Evaluate personnel for compliance with performance standards	56	*	56
M0807 Maintain training records or files	55	*	55
L0734 Assign personnel to work areas or duty positions	55	*	55
J0682 Retrieve CAMS listings or reports	52	*	52
L0752 Develop or establish work schedules	52	*	52
L0761 Establish performance standards for subordinates	50	*	50
L0772 Inspect personnel for compliance with military standards	68	20	48
A0101 Remove or install wings	*	100	-100
A0036 Lubricate aircraft components	22	100	-78
B0204 Service aircraft tires	26	100	-74
E0351 Inspect leading edge flaps	8	80	-72
C0278 Remove or install landing gear shock struts	9	80	-71
C0248 Inspect aircraft wheel assemblies	30	100	-70
B0150 Jack aircraft using axle jacks	30	100	-70
C0279 Remove or install landing gear structural components other than shock struts, such as drag braces or swing arms	12	80	-68
E0350 Inspect flight control components	32	100	-68
C0249 Inspect aircraft wheel bearings	13	80	-67

\* No members performing

TABLE 34

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG AND AFRC DAFSC 2A353A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A353A (N=60)	AFRC 2A353A (N=3)	DIFFERENCE
B0216 Service engine oil servicing carts	75	33	42
I0656 Operationally check cockpit or indicator warning lights	73	33	40
D0349 Verify oxygen systems quantities	72	33	38
C0282 Remove or install nosewheel or tailwheel steering system components	38	*	38
O0871 Research TOs to identify components or items of equipment	33	*	33
D0311 Inspect LOX systems	67	33	33
N0833 Review TO changes	32	*	32
I0654 Inspect weight-on-wheels (WOW) switches	63	33	30
E0355 Inspect stabilizers	95	67	28
E0354 Inspect rudders	95	67	28
D0300 Inspect aircraft fire extinguisher or fire suppression systems	62	33	28
B0142 Drain water from fuel tank sumps	5	100	-95
A0106 Remove or replace engine exhaust section components	8	100	-92
A0123 Upload or download mission equipment pods	12	100	-88
B0151 Jack aircraft using fuselage carts	13	100	-87
A0061 Remove minor scratches from transparent surfaces	13	100	-87
B0146 Fuel aircraft using other than over-the-wing or single-point methods, such as under-the-wing methods	17	100	-83
A0038 Maintain hazardous spill response trailers or kits	18	100	-82
A0099 Remove or install wing tips	22	100	-78
B0139 Drain liquid oxygen (LOX)	23	100	-77
A0081 Remove or install glare shields	25	100	-75

\* No members performing

TABLE 35

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG AND AFRC DAFSC 2A373A PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A373A (N=37)	AFRC 2A373A (N=5)	DIFFERENCE
B0185 Perform tow vehicle operations	84	20	64
J0680 Maintain records in CAMS	62	*	62
L0743 Coordinate aircraft maintenance with maintenance control or other agencies	57	*	57
J0690 Verify accuracy of CAMS daily inputs	57	*	57
J0682 Retrieve CAMS listings or reports	57	*	57
F0468 Operationally check emergency generators	57	*	57
H0623 Depuddle fuel tanks	54	*	54
B0202 Service aircraft actuators	73	20	53
B0188 Position portable lighting equipment	73	20	53
A0014 Identify or treat minor aircraft or support equipment corrosion	51	*	51
A0101 Remove or install wings	5	100	-95
E0351 Inspect leading edge flaps	19	80	-61
E0388 Remove or install flight control accumulators	16	60	-44
F0463 Collect hydraulic fluid samples for analyses	19	60	-41
C0249 Inspect aircraft wheel bearings	41	80	-39
K0709 Inspect packed or palletized mobility or contingency equipment prior to transport	22	60	-38
E0361 Operationally check artificial feel systems	22	60	-38
C0243 Assemble or disassemble aircraft wheel or tire assemblies	22	60	-38
F0464 Drain or flush hydraulic system components	22	60	-38

\* No members performing



## TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

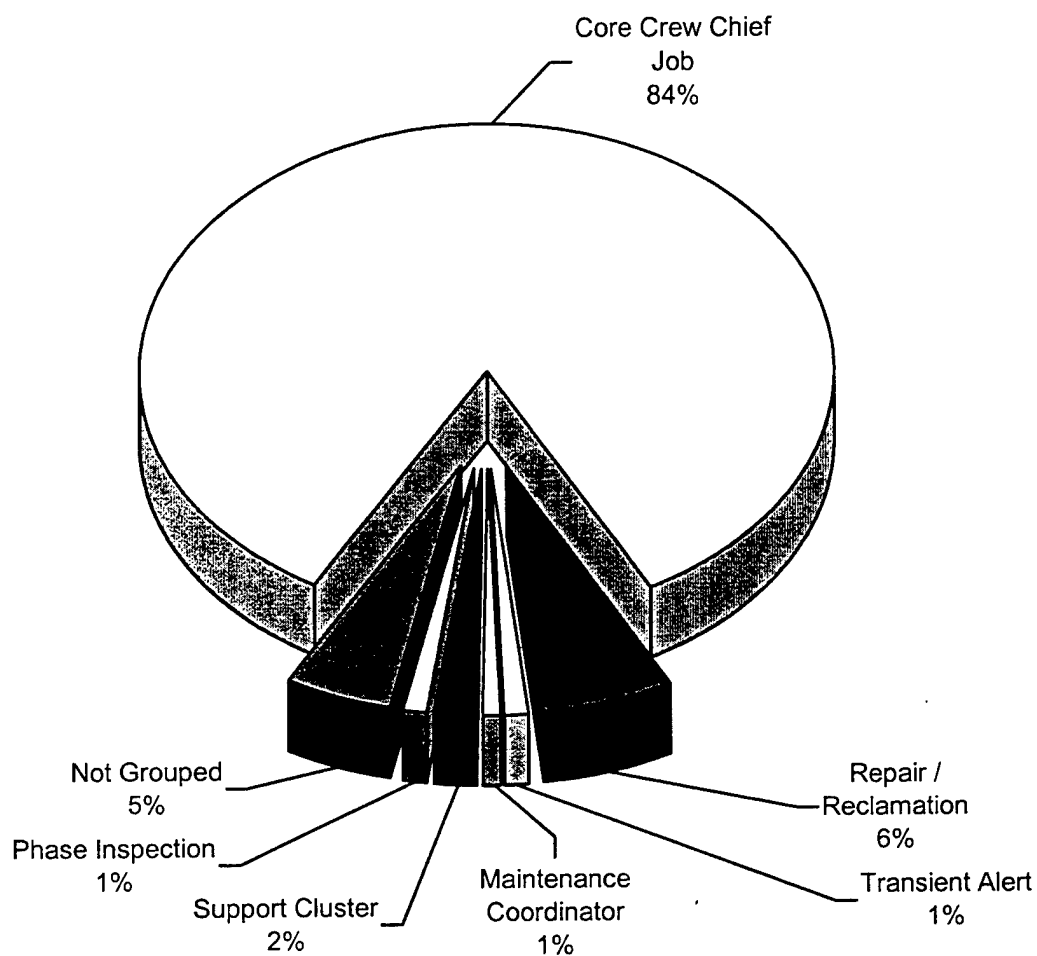
### First-Enlistment Personnel

In this A-shred survey sample, there are 361 AD members in their first-enlistment (1-48 months TAFMS), representing 35 percent of the total survey sample and 39 percent of the active duty sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder clusters and jobs. Eighty-four percent of these airmen are in the technical Core Crew Chief Job. Table 36 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel split their time among the technical duties associated with crewing an aircraft. Their top duties include performing aircraft ground handling or servicing activities accounting for 23 percent of their time and performing general airframe or aircraft maintenance activities comprising 18 percent.

Table 37 lists representative tasks performed by first-enlistment personnel. The highest performed tasks are standard tasks associated with the career field such as performing inspections and basic maintenance tasks. Performing an average of 251 tasks, first-enlistment members are required to know their jobs and perform as effectively as more senior personnel.

Tables 38 and 39 display other characteristics of the first-enlistment group. Table 38 displays the top powered and non-powered support equipment used by first-term airmen. Table 39 shows, by percent members performing, some of the top materials and tools used by these members. This information may be helpful in identifying equipment, materials, and tools to teach at the technical school.

**DISTRIBUTION OF AD 2A3X3A FIRST-ENLISTMENT PERSONNEL  
ACROSS SPECIALTY JOBS  
(N = 361)**



**FIGURE 2**

TABLE 36

RELATIVE PERCENT TIME SPENT ON DUTIES BY  
AD FIRST-ENLISTMENT PERSONNEL  
(N=361)

DUTIES	PERCENT TIME SPENT
A Performing General Airframe or Aircraft Maintenance Activities	18
B Performing Aircraft Ground Handling or Servicing Activities	23
C Maintaining Landing Gear Systems	11
D Maintaining Utility Systems	5
E Maintaining Flight Control Systems	12
F Maintaining Hydraulic or Pneumatic Systems	6
G Performing General Engine Maintenance Activities	10
H Maintaining Fuel Systems	3
I Maintaining Electrical Systems	3
J Performing Maintenance Management Activities	3
K Performing Mobility and Contingency Activities	1
L Performing Management and Supervisory Activities	1
M Performing Training Activities	1
N Performing General Administrative and Technical Order System Activities	1
O Performing General Supply and Equipment Activities	2

TABLE 37  
REPRESENTATIVE TASKS PERFORMED BY AFSC 2A3X3A  
AD FIRST-ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=361)
A0068	Remove or install aircraft hardware, such as screws or fasteners	92
A0021	Inspect areas for foreign object damage (FOD)	91
B0183	Perform safe-for-maintenance inspections	86
B0157	Marshal aircraft	89
C0247	Inspect aircraft tires	89
A0043	Open or close hinged doors	88
B0168	Perform aircraft postflight inspections	80
B0169	Perform aircraft preflight inspections	82
E0354	Inspect rudders	86
B0130	Apply or remove aircraft external hydraulic power	89
B0175	Perform brake operator or wing, tail, or chalk walker operations	89
A0058	Perform normal or alternate cockpit entry procedures	85
B0145	Fuel aircraft using single-point methods	83
E0355	Inspect stabilizers	87
C0248	Inspect aircraft wheel assemblies	82
A0036	Lubricate aircraft components	87
A0013	Identify fuel, oil, air, or hydraulic leaks	88
B0173	Perform aircraft thruflight inspections	82
A0006	Clean up fuel, oil, or hydraulic spills	90
J0680	Maintain records in CAMS	62
A0031	Inspect radomes	83
B0126	Apply or remove aircraft external alternating current electrical power	77
B0165	Perform aircraft launch checklist procedures	78
B0204	Service aircraft tires	87
E0350	Inspect flight control components	81
A0019	Inspect aircraft windows, windscreens, aft transparencies, or canopy systems	85

\* Average Number of Tasks Performed - 251

TABLE 38

POWERED AND NON-POWERED SUPPORT EQUIPMENT USED BY PERCENT  
OF AD FIRST-ENLISTMENT AFSC 2A3X3A PERSONNEL

SUPPORT EQUIPMENT	1ST ENL (N=361)
Aircraft Towbars	95
Aircraft Jacks, Axle	94
Aircraft Jacks, Tripod	94
Hand Tools	91
Fire Extinguishers	90
Hydraulic Test Stands	87
Carts, Oil Servicing	86
Engine Removal, Install, Transport Equipment	84
Carts, Hydraulic Servicing	84
Tow Vehicles, MB or U Series	83
Maintenance Platforms or Stands, Non-powered	83
External Fuel Tank Dollies	82
Floodlight Sets	81
Carts, Liquid Nitrogen Servicing	79
Defueling Bowsers	78
Fuel Transfer Hoses	70
Air Compressors	69
Air Conditioning Units	66
Crew Entry Stands	65
Servicing Equipment, Liquid Oxygen (LOX)	65
Servicing Equipment, Gaseous Nitrogen	60
Heaters, Ground or Blowers	55
Generators, AM, MD, or C Series	46
Pressure Washers	43
Tire Inflation Cages	42
Gas Turbine Compressors, AM or MA Series	42
Anti-Personnel Ingestion Protection Devices	41
Carts, Water Wash	40
Mooring Equipment	40
Aircraft Dollies (Nose, Pods, Hatches)	37
Bobtail Jeeps	34

TABLE 39

MAINTENANCE MATERIALS AND TOOLS USED BY PERCENT OF AD  
FIRST-ENLISTMENT AFSC 2A3X3A PERSONNEL

MATERIALS/TOOLS	1ST ENL (N=361)
Lubricants	96
Special Tools	93
Safety Wire Pliers	93
Johnson Bars	91
Sealants	90
Air Servicing Equipment (Tire Pressure Gauges)	90
Measurement Equipment (Dial Caliper, Ruler, Thickness Gauge)	87
Cleaning Agents	85
Computers	83
Ground Communication Equipment	79
Adhesives	78
Bleed Boxes or Hoses	70
Securing Devices	54
Multimeters	47
Pneumatic Grease Guns	45
Restraint or Tie-Down Harnesses	39
Boroscopes or Boroscope Equipment	29
Electric Drills	27
Ramp Slings	27
Pneumatic Drills	26
Engine Start Testers	25

### Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel, along with a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Some of the tasks rated highest in TE are shown in Table 40. Many of the inspection and ground handling tasks should be highly stressed at the 3-skill level technical school according to senior raters. Note the percent members performing data available for each task in the table. Many of the tasks are accomplished by a substantial percentage of first term airmen adding support to the TE ratings.

Various technical tasks received the highest TD ratings as shown in Table 41. Very few entry-level airmen perform the most difficult tasks. The small percentage of first-enlistment performing suggests that these tasks could be more appropriately taught in OJT than at a formal technical training school. Notable exceptions are the "troubleshoot engine start systems" and "troubleshoot aircraft canopy systems" tasks.

Various lists of tasks, accompanied by TE and TD ratings and, where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

TABLE 40

## TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING		TASK DIFF
		2A3X3A 1ST JOB (N=134)	2A3X3A 1ST ENL (N=361)	
B0173 Perform aircraft thruflight inspections	6.77	88	82	4.61
B0169 Perform aircraft preflight inspections	6.71	87	82	4.88
A0021 Inspect areas for foreign object damage (FOD)	6.68	96	91	4.14
B0168 Perform aircraft postflight inspections	6.53	85	80	4.96
B0183 Perform safe-for-maintenance inspections	6.49	95	91	3.65
B0171 Perform aircraft recovery checklist procedures	6.37	84	77	4.49
B0165 Perform aircraft launch checklist procedures	6.33	82	78	4.20
B0150 Jack aircraft using axle jacks	6.27	96	89	3.62
B0152 Jack aircraft using tripod jacks	6.26	95	88	4.06
B0157 Marshal aircraft	6.13	89	86	3.03
B0204 Service aircraft tires	6.07	92	87	3.50
B0130 Apply or remove aircraft external hydraulic power	6.04	94	89	4.29
B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	5.96	78	76	2.95
B0203 Service aircraft systems with nitrogen	5.93	90	85	3.80
B0226 Service landing gear shock struts	5.92	87	84	4.58
C0247 Inspect aircraft tires	5.91	93	89	3.73
B0178 Perform hot brake checks	5.88	83	81	4.00
B0217 Service engine oil systems with nitrogen	5.87	87	83	3.72
A0013 Identify fuel, oil, air, or hydraulic leaks	5.87	89	88	3.10
C0271 Remove or install aircraft wheel assemblies	5.85	81	77	4.27
B0133 Defuel aircraft using single-point methods	5.84	87	82	4.06
B0224 Service hydraulic systems	5.81	86	81	3.72

\* Average TE Rating is 2.34; Standard Deviation is 1.52; High = 3.86  
Average TD Rating is 5.00; High TD is 6.00



TABLE 41

## TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING						TNG EMP
		2A3X3A 1ST JOB (N=134)	2A3X3A 1ST ENL (N=361)	2A333A (N=281)	2A353A (N=438)	2A373A (N=206)		
A0101	8.65	7	8	7	7	0	1.07	
B0154	7.61	10	10	9	10	4	1.16	
B0155	7.46	8	9	8	8	3	1.10	
G0549	7.25	7	10	11	17	6	2.17	
A0110	7.19	13	16	14	21	10	1.65	
B0238	7.15	14	13	12	10	5	0.85	
G0498	7.07	7	12	11	17	9	2.24	
TEMS, STEMS or CEMS								
A0098	7.00	13	12	11	9	2	1.48	
G0555	6.88	5	8	7	18	6	2.09	
G0607	6.86	7	12	12	13	4	1.11	
D0347	6.84	57	59	58	59	21	3.02	
B0239	6.83	22	25	26	21	10	1.63	
G0606	6.79	4	4	4	8	1	0.85	
D0348	6.78	7	5	6	2	0	1.27	
B0135	6.77	4	7	6	13	5	0.61	
A0121	6.77	40	49	46	58	21	2.01	

\* Average TE Rating is 2.34; Standard Deviation is 1.52; High = 3.86

Average TD Rating is 5.00, High TD is 6.00

### Specialty Training Standard (STS)

A comprehensive review of STS 2A3X3A, dated March 1999, compared STS items to survey data. To assist specifically in the examination of the STS, technical school personnel from the Tactical Aircraft Maintenance technical training school at Sheppard AFB, Texas, matched JI tasks to appropriate entries of the STS. A complete listing, displaying percent members performing tasks, TE and TD ratings for each task, along with STS matching, has been forwarded to the technical training school for use in further review of training documents. STS elements containing mandatory entries and basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed by the required 20 percent or more of the personnel in a skill level [criterion group] of the AFS).

Overall, the STS is well supported by survey data. All but one performance-coded entry in the STS were appropriately matched to at least one task performed by more than 20 percent of the 3-skill level members. However, a number of subject knowledge-coded entries have the support necessary to raise their training to a performance-coded level. Table 42 displays some STS entries and matched tasks that require review for a potential upgrade to a performance code. Furthermore, a number of tasks that were not matched to the STS are also performed by greater than 20 percent of the members. Table 43 shows some of tasks which were not matched to the STS, while a complete listing can be found at the end of the STS product within the Training Extract. Career field and functional managers should review these not referenced tasks to determine if inclusion in the STS is justified.

Members of the technical school staff similarly matched performance-coded entries from the POIs of all courses attended by all airmen entering the career field to the tasks from the Job Inventory. Courses reviewed were J3ATR2A020-001, dated September 1999; J3AQR2A333A-002, dated March 1999; and J3ABP2A333A-002, dated March 1999. Survey data revealed few discrepancies between the POIs and first-enlistment job performance. Including all POI reviews, only one POI performance-coded entry was not supported with at least 30 percent of first-enlistment members performing. That entry is numbered "I.7.j" in POI J3AQR2A333A-002. A complete POI with matched tasks is available in the Training Extract. Technical school personnel should reconsider the highlighted entry for potential POI downgrading to a knowledge level. Considerations should include the data as well as safety issues, regulations, and the knowledge required from the technical school that prepares individuals for war time taskings.

Many tasks were not matched to the performance-coded elements in the series of POIs. A list of these tasks is included at the back of the POI computer printouts. Tasks not referenced lists may be cross-referenced between POIs to determine the tasks not taught at a performance-level through the entire series of courses. Table 44 presents examples of tasks with high percent members performing that were not matched to any of the POIs. Technical school personnel should review the complete listings and consider those tasks performed by high percentages of personnel for inclusion in the POI.

TABLE 42

EXAMPLES OF KNOWLEDGE-CODED STS 2A3X3A ENTRIES PERFORMED BY 20 PERCENT OR MORE AD MEMBERS AND SHOULD BE REVIEWED FOR PERFORMANCE-CODE UPGRADE (PERCENT MEMBERS PERFORMING)

TASKS	TNG EMP	Percent Members Performing				TASK DIFF
		3-SKL LVL (N=281)	5-SKL LVL (N=438)	7-SKL LVL (N=206)		
A2.3.2.1						
A0027						
A0033						
Safety precautions: Engine air intake and exhaust    A   B   --						
Inspect engine exhaust sections or exhaust section components						
Inspect tailpipes, heat shields, or bricks						
A2.11.9.4.2						
A0031						
B0172						
Perform special inspections: Over-G                    b   -   --						
Inspect radomes						
Perform special inspections, such as over-G, lightening strike, etc.						
A2.13.1						
A0050						
Canopy: Components and system Operation        A   A   -B						
Operationally check aircraft canopy systems						
A2.12.5.1						
C0282						
Nose wheel steering components                    B   -   --						
Remove or install nosewheel or tailwheel steering system components						
A2.19.12.7						
G0505						
Comprehensive Engine Diagnostic System        A   -   --						
Connect or disconnect engine test equipment						
*						
Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86						
*						
Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00						

TABLE 43

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE  
AD GROUP MEMBERS AND NOT REFERENCED TO PERFORMANCE-CODED ITEMS IN THE STS  
(PERCENT MEMBERS PERFORMING)

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING						TASK DIFF
		3-SKL LVL (N=281)		5-SKL LVL (N=438)		7-SKL LVL (N=206)		
A0052		2.13	54	51	11		4.87	
A0066		2.68	69	66	20		5.42	
B0140		3.08	71	62	19		4.36	
B0163		3.77	50	50	16		4.96	
B0167		3.95	56	57	17		5.64	
B0170		4.73	72	58	18		5.15	
B0174		3.41	66	62	22		5.08	
B0199		3.79	54	60	19		4.33	
B0230		3.42	61	66	25		4.77	
B0231		3.74	67	68	25		4.30	
C0246		4.97	78	65	21		4.38	
C0275		4.13	57	59	17		4.83	
C0277		4.40	59	64	18		5.19	
D0299		4.19	67	59	22		4.50	
D0309		4.13	71	62	25		4.77	
E0389		3.92	61	54	16		5.79	
E0407		3.97	74	62	19		5.60	

\* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86

\* Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 44

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT  
GROUP MEMBERS AND NOT REFERENCED TO THE 2A3X3 A-TRACK POIs  
(PERCENT MEMBERS PERFORMING)

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING		TASK DIFF
		1 <sup>ST</sup> JOB (N=134)	1 <sup>ST</sup> ENL (N=361)	
A0021 Inspect areas for foreign object damage	6.68	96	91	4.14
A0025 Inspect egress systems	4.91	51	50	5.44
A0027 Inspect engine exhaust sections or exhaust section components	5.78	79	76	5.51
B0166 Perform aircraft periodic inspections	4.02	51	52	5.30
B0167 Perform aircraft phase inspections	3.95	53	57	5.64
C0246 Clean or inspect aircraft brake systems	4.97	78	76	4.38
C0250 Inspect landing gear braces, drag pins, or bushings	4.66	77	74	4.57
C0251 Inspect landing gear door mechanisms or linkages	4.86	83	79	4.49
C0277 Remove or install landing gear hydraulic system components	4.40	54	60	5.19
D0299 Inspect aircraft fire and overheat detection systems	4.19	64	66	4.50
D0309 Inspect engine start systems, such as JFSs, ATSs, or PASSs	4.13	73	70	4.77
D0340 Remove or install JFSs or ATSs	4.40	81	80	5.64
E0353 Inspect pitot tubes	4.25	75	66	4.02
E0355 Inspect stabilizers	5.42	93	87	4.21
E0407 Remove or install rudders	3.97	74	72	5.60
* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86				
* Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00				

## **JOB SATISFACTION ANALYSIS**

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 45 presents job satisfaction data for AFSC 2A3X3A TAFMS groups, together with TAFMS data for a comparative sample of 10 Logistics career ladders surveyed in 1999. All enlistment groups gave comparable or better ratings than their Logistics counterparts. First- and second-enlistment airmen have considerably higher ratings than the comparable sample among all job satisfaction indicators except reenlistment intentions. The overall numbers support a strong future for the career field.

An indication of how job satisfaction perceptions have changed over time is provided in Table 46, where TAFMS data for the current survey respondents are again presented, along with data from the last occupational survey report. The table shows comparative ratings for all TAFMS groups in most areas, with the exception of second-enlistment reenlistment intentions. Career reenlistment numbers appear low until considering a high percentage of projected retirees.

In Table 47, the job satisfaction ratings given by ANG and AFRC skill level members are reported. Substantially lower ratings appear for the AFRC members, especially at the 5-skill level. Reenlistment intention data is not reported as it not applicable to these components.

Table 48 has a review of the job satisfaction ratings for the AD clusters and specialty jobs identified in this survey. Satisfaction numbers appear high for all AD jobs and clusters. Nearly all trends appear positive for the career field. No groups appeared to have severe reenlistment intention problems.

Table 49 is presented at the request of the career field manager. Top reported separation factors are presented with AD enlistment groups as well as the total AD sample. Pay, long duty hours including separation from family, and leadership problems appear to be the main factors.

TABLE 45

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
2000 2A3X3A (N=361)	COMP SAMPLE* (N=4646)	2000 2A3X3A (N=129)	COMP SAMPLE* (N=2551)	2000 2A3X3A (N=434)	COMP SAMPLE* (N=6609)
70	53	74	56	75	71
20	27	17	25	17	18
10	20	9	19	8	11
84	64	88	70	90	83
16	36	12	30	10	17
93	85	95	81	89	83
7	15	5	19	11	17
67	58	75	60	70	72
14	21	11	17	15	12
19	21	14	23	15	16
51	51	57	61	58	69
49	49	43	39	11	10
N/A	N/A	N/A	N/A	31	21

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES  
NO, OR PROBABLY NO  
PLAN TO RETIRE

\* Comparative sample of Logistics career ladders surveyed in 1999 includes 10 other AFSC 2XXXXX career fields such as 2A5X2, 2E1X3, and 2W1X1

TABLE 46

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2A3X3A (N=361)	1997 2A3X3A (N=937)	2000 2A3X3A (N=129)	1997 2A3X3A (N=591)	2000 2A3X3A (N=434)	1997 2A3X3A (N=1934)
EXPRESSED JOB INTEREST:						
INTERESTING	70	75	74	74	75	78
SO-SO	20	17	17	17	17	16
DULL	10	8	9	9	8	6
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	84	83	88	81	90	89
LITTLE OR NOT AT ALL	16	17	12	19	10	11
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	93	92	95	89	89	76
LITTLE OR NOT AT ALL	7	8	5	11	11	24
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	67	72	75	73	70	73
NEUTRAL	14	14	11	14	15	11
DISSATISFIED	19	14	14	13	15	16
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	51	53	57	71	58	72
NO, OR PROBABLY NO	49	47	43	29	11	9
PLAN TO RETIRE	N/A	N/A	N/A	N/A	31	19

## EXPRESSED JOB INTEREST:

INTERESTING

SO-SO

DULL

## PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY

LITTLE OR NOT AT ALL

## PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY

LITTLE OR NOT AT ALL

## SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED

NEUTRAL

DISSATISFIED

## REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES

NO, OR PROBABLY NO

PLAN TO RETIRE



TABLE 47

COMPARISON OF ANG AND AFRC JOB SATISFACTION BY SKILL LEVEL GROUPS  
(PERCENT MEMBERS RESPONDING)

	5-Skill Level		7-Skill Level	
	ANG 2A353A (N=60)	AFRC 2A353A (N=3)	ANG 2A373A (N=37)	AFRC 2A373A (N=5)
EXPRESSED JOB INTEREST:				
INTERESTING	88	33	86	60
SO-SO	5	34	6	20
DULL	7	33	8	20
PERCEIVED UTILIZATION OF TALENTS:				
FAIRLY WELL TO PERFECTLY	87	67	92	100
LITTLE OR NOT AT ALL	13	33	8	0
PERCEIVED UTILIZATION OF TRAINING:				
FAIRLY WELL TO PERFECTLY	93	67	97	100
LITTLE OR NOT AT ALL	7	33	3	0
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:				
SATISFIED	82	33	89	60
NEUTRAL	11	0	8	40
DISSATISFIED	7	67	3	0

TABLE 48

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS  
(PERCENT MEMBERS RESPONDING)

	Core Crew Chief Job (GP440) (N=587)	Phase Inspection Job (GP437) (N=2)	Repair & Reclaim Job (GP443) (N=50)	Transient Alert Job (GP458) (N=12)	Maint Coordinator Cluster (GP464) (N=13)	Expediter Job (GP473) (N=12)	Quality Assurance Job (GP455) (N=19)
INTERESTING	71	100	92	92	84	67	79
SO-SO	20	0	6	0	8	25	16
DULL	9	0	2	8	8	8	5
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	88 12	100 0	94 6	83 17	85 15	83 17	89 11
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	96 4	100 0	94 6	83 17	92 8	92 8	95 5
SATISFIED	70	100	82	75	77	58	63
NEUTRAL	13	0	12	17	0	25	16
DISSATISFIED	17	0	6	8	23	17	21
YES, OR PROBABLY YES	57	50	68	67	69	50	53
NO, OR PROBABLY NO	36	50	20	33	23	8	5
WILL RETIRE	7	0	12	0	8	42	42

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES  
NO, OR PROBABLY NO  
WILL RETIRE

TABLE 48 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS  
(PERCENT MEMBERS RESPONDING)

	Support Cluster (GP517) (N=30)	Training Cluster (GP446) (N=14)	Tech School Inst Job (GP461) (N=9)	Safety Manager Job (GP511) (N=4)	Mobility NCO Job (GP514) (N=4)	Supervisor/ Manager Cluster (GP476) (N=96)
INTERESTING	63	86	45	50	100	80
SO-SO	24	7	33	0	0	13
DULL	13	7	22	50	0	7
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	70	93	89	75	100	90
LITTLE OR NOT AT ALL	30	7	11	25	0	10
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	60	86	78	50	75	82
LITTLE OR NOT AT ALL	40	14	22	50	25	18
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	70	86	78	75	100	68
NEUTRAL	7	7	11	0	0	16
DISSATISFIED	23	7	11	25	0	16
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	40	86	89	25	0	48
NO, OR PROBABLY NO	30	7	11	25	25	11
WILL RETIRE	30	7	0	50	75	41

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES  
NO, OR PROBABLY NO  
WILL RETIRE

TABLE 49

## TOP FACTORS INFLUENCING SEPARATION FOR AFSC 2A3X3A PERSONNEL

SEPARATION FACTORS	All AD Members (Sorted) (N=925)	1-48 Months TAFMS (N=361)	49-96 Months TAFMS (N=129)	97+ Months TAFMS (N=434)
Disparity of pay- civilian & military	20	31	33	6
Inadequate pay or allowances	19	33	26	6
Long duty days	16	29	19	5
Lack of or inadequate recognition of effort	15	24	23	5
Lack of educational opportunities due to mission requirements	15	27	19	4
Politics of leadership	15	22	22	6
Effect of downsizing within military	14	19	25	8
Nonstandard work schedule	13	22	17	4
Disparity of pay- officer & enlisted	12	20	19	4
Excessive additional duties	12	18	14	6
High number of days deployed / exercises	12	15	21	6
Lack of or inadequate SRBs	12	18	17	5
Decline of retirement benefits	11	17	17	5
High number of deployments / exercises	11	15	17	6
Poor quality of senior AF leadership	11	17	14	5
Poor esprit de corps	10	14	15	5
Lack of say in assignment process	10	17	11	3
High number of hours spent performing additional duties	10	17	11	5
Excessive family separation	9	11	15	6
Inadequate decision making opportunities	9	15	12	4
Lack of leadership at unit level	9	15	11	4

## IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by the members of this career ladder. Personnel appear to progress through the career ladder typically in the AD components. ANG and AFRC members keep a more technical focus through the 5- and 7-skill levels than their AD counterparts.

Training personnel should review career ladder training documents as several STS performance-coded items that are not supported by percent member performing data were discovered. Training personnel should also review the unmatched task listings and consider possible STS or POI inclusion of those tasks performed by a high percentage of personnel.

Job satisfaction is comparable or better than other Logistics mission grouped career fields and no severe problems appear from the enlistment groups. Second-enlistment personnel show slightly lower reenlistment intentions than their peers from the previous career field survey, however, the numbers are slight and have little potential impact. Though there were few AFRC personnel represented in the sample, their job satisfaction numbers are the lowest of all components and should be addressed.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED  
BY SPECIALTY JOB GROUPS

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TABLE A1  
CORE CREW CHIEF JOB

TASKS		PERCENT MEMBERS PERFORMING (N=660)
B0208	Service AMADs	99
A0068	Remove or install aircraft hardware, such as screws or fasteners	98
A0021	Inspect areas for foreign object damage (FOD)	98
B0152	Jack aircraft using tripod jacks	98
B0150	Jack aircraft using axle jacks	98
B0175	Perform brake operator or wing, tail, or chalk walker operations	97
C0247	Inspect aircraft tires	97
B0130	Apply or remove aircraft external hydraulic power	97
E0354	Inspect rudders	97
A0013	Identify fuel, oil, air, or hydraulic leaks	97
B0183	Perform safe-for-maintenance inspections	96
B0145	Fuel aircraft using single-point methods	96
A0043	Open or close hinged doors	96
E0355	Inspect stabilizers	96
E0357	Inspect vertical stab leading edges	95
A0031	Inspect radomes	95
B0217	Service engine oil systems	95
B0157	Marshal aircraft	94
C0255	Inspect landing gear shock struts	94
B0224	Service hydraulic systems	94
B0169	Perform aircraft preflight inspections	93
B0173	Perform aircraft thruflight inspections	93
B0185	Perform tow vehicle operations	93
B0168	Perform aircraft postflight inspections	92
A0027	Inspect engine exhaust sections or exhaust section components	92
A0058	Perform normal or alternate cockpit entry procedures	91
E0356	Inspect trailing edge flaps	90
B0165	Perform aircraft launch checklist procedures	87
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	87

Average Number of Tasks Performed - 303

TABLE A2  
PHASE INSPECTION JOB

TASKS		PERCENT MEMBERS PERFORMING (N=3)
A0068	Remove or install aircraft hardware, such as screws or fasteners	100
A0021	Inspect areas for foreign object damage (FOD)	100
B0167	Perform aircraft phase inspections	100
B0130	Apply or remove aircraft external hydraulic power	100
A0036	Lubricate aircraft components	100
A0043	Open or close hinged doors	100
A0042	Open or close engine cowling latches	100
B0175	Perform brake operator or wing, tail, or chalk walker operations	100
E0355	Inspect stabilizers	100
E0354	Inspect rudders	100
E0356	Inspect trailing edge flaps	100
C0250	Inspect landing gear braces, drag pins, or bushings	100
B0152	Jack aircraft using tripod jacks	100
C0251	Inspect landing gear door mechanisms or linkages	100
C0255	Inspect landing gear shock struts	100
C0256	Inspect landing gear structural components, other than shock struts, such as drag braces or swing arms	100
E0357	Inspect vertical stab leading edges	100
C0252	Inspect landing gear down-lock mechanisms	100
B0226	Service landing gear shock struts	100
A0044	Open or close hinged windscreens	100
A0015	Inspect access or stress panels or mission bay hatches	100
C0257	Inspect landing gear up-lock mechanisms	100
B0150	Jack aircraft using axle jacks	100
A0006	Clean up fuel, oil, or hydraulic spills	67
O0852	Inventory equipment, tools, parts, or supplies	67
E0353	Inspect pitot tubes	67
A0048	Operate radio or interphone systems	67
E0351	Inspect leading edge flaps	67
A0031	Inspect radomes	67
E0350	Inspect flight control components	67
A0056	Perform ground observer duties	67

Average Number of Tasks Performed - 98

TABLE A3

## REPAIR AND RECLAMATION JOB

TASKS		PERCENT MEMBERS PERFORMING (N=64)
E0364	Operationally check flight control trim systems	100
E0377	Perform maintenance flight control checks	98
E0371	Operationally check stabilators	98
E0358	Measure flight control surface travel	98
E0360	Operationally check aileron, flaperon, or elevon systems	98
E0431	Rig flight control cables, cable components, or rods	98
E0363	Operationally check flight control cables, cable components, or rods	97
B0130	Apply or remove aircraft external hydraulic power	97
E0415	Remove or install stabilators	97
E0367	Operationally check rudder systems, stabilizer systems, or tailplanes	97
E0438	Rig rudders or rudder control mechanisms, other than breakout assemblies	97
E0426	Rig ailerons or aileron control mechanisms	97
E0391	Remove or install flight control cables, cable components, or rods	97
B0129	Apply or remove aircraft external ground cooling air	95
E0435	Rig PRCAs	95
E0427	Rig ARIs	95
E0366	Operationally check rudder breakout assemblies	95
A0068	Remove or install aircraft hardware, such as screws or fasteners	94
B0126	Apply or remove aircraft external alternating current (AC) electrical power	94
E0376	Perform flight control freeplay checks	94
B0183	Perform safe-for-maintenance inspections	92
E0355	Inspect stabilizers	91
A0067	Remove or install aircraft canopy components	91
E0350	Inspect flight control components	89
E0443	Rig stabilators	88
E0354	Inspect rudders	86

Average Number of Tasks Performed - 169

TABLE A4  
TRANSIENT ALERT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=13)
B0157	Marshal aircraft	100
B0145	Fuel aircraft using single-point methods	100
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	100
B0206	Service aircraft with LOX	100
B0165	Perform aircraft launch checklist procedures	92
A0013	Identify fuel, oil, air, or hydraulic leaks	92
B0171	Perform aircraft recovery checklist procedures	85
B0144	Fuel aircraft using over-the-wing methods	85
B0186	Perform walk-around inspections	85
B0176	Perform end-of-runway (EOR) inspections or pogo procedures	85
B0183	Perform safe-for-maintenance inspections	85
B0178	Perform hot brake checks	85
B0169	Perform aircraft preflight inspections	85
C0247	Inspect aircraft tires	85
A0021	Inspect areas for foreign object damage (FOD)	85
B0182	Perform powered AGE pre-use inspections	85
B0181	Perform nonpowered AGE pre-use inspections	85
B0126	Apply or remove aircraft external alternating current (AC) electrical power	77
B0168	Perform aircraft postflight inspections	77
B0128	Apply or remove aircraft external direct current (DC) electrical power	77
G0504	Collect joint oil analysis program (JOAP) samples for analyses	77
B0173	Perform aircraft thruflight inspections	77
B0188	Position portable lighting equipment	77
A0037	Maintain facilities	69
B0231	Supervise fueling operations, other than hot-refueling	69
D0349	Verify oxygen systems quantities	62
A0056	Perform ground observer duties	62
A0058	Perform normal or alternate cockpit entry procedures	62

Average Number of Tasks Performed - 87

TABLE A5

## MAINTENANCE COORDINATOR CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=14)
J0682	Retrieve CAMS listings or reports	86
J0680	Maintain records in CAMS	71
J0690	Verify accuracy of CAMS daily inputs	50
A0009	Debrief flight crews	50
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	50
J0673	Correct CAMS errors noted during daily verification process	50
N0828	Maintain or update status indicators, such as boards, graphs, or charts	43
J0687	Update computerized fault reporting systems (CFRSs)	43
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	43
M0792	Conduct on-the-job training (OJT)	43
J0681	Perform CAMS training status inquiries	36
J0686	Track equipment maintenance discrepancies in CAMS	36
O0840	Coordinate maintenance of equipment with appropriate agencies	29
L0779	Review flight schedules	29
J0688	Update maintenance personnel or workcenter training records in CAMS	29
N0816	Destroy classified materials or documents	29
N0813	Compile data for records, reports, logs, or trend analyses	29
J0674	Generate Air Force technical order (AFTO) Forms 781-Series	29
A0037	Maintain facilities	29
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	21
A0125	Verify mission capability (MICAP) conditions	21
M0796	Counsel trainees on training progress	21
L0751	Develop or establish work methods or procedures	21
J0675	Generate CAMS uncompleted maintenance event listings	14
J0685	Schedule CAMS training	7

Average Number of Tasks Performed - 15

TABLE A6  
EXPEDITER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	100
L0747	Determine or establish work assignments or priorities	92
L0734	Assign personnel to work areas or duty positions	75
L0779	Review flight schedules	67
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	67
J0684	Review preventive maintenance schedules	67
A0001	Assist in evaluating aircraft impounds or quarantines	67
O0840	Coordinate maintenance of equipment with appropriate agencies	58
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	58
A0013	Identify fuel, oil, air, or hydraulic leaks	58
A0125	Verify mission capability (MICAP) conditions	58
L0731	Adjust daily maintenance plans to meet operation commitments	50
L0732	Analyze workload requirements	42
O0864	Perform operator maintenance on unit vehicles	42
O0841	Coordinate time-change items with aircraft plans, maintenance control, and scheduling	33
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	33
L0745	Determine facility maintenance requirements	33
O0836	Certify status of parts, such as reparable, serviceable, or condemned	33
J0690	Verify accuracy of CAMS daily inputs	33
L0744	Counsel subordinates concerning personal matters	33
A0009	Debrief flight crews	33
N0828	Maintain or update status indicators, such as boards, graphs, or charts	25
L0772	Inspect personnel for compliance with military standards	25

Average Number of Tasks Performed - 21

TABLE A7  
QUALITY ASSURANCE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=20)
E0350	Inspect flight control components	100
A0021	Inspect areas for foreign object damage (FOD)	100
E0355	Inspect stabilizers	100
E0354	Inspect rudders	95
E0356	Inspect trailing edge flaps	95
E0357	Inspect vertical stab leading edges	95
C0255	Inspect landing gear shock struts	95
A0028	Inspect engine inlets, engine inlet grids, or expansion rings	95
C0254	Inspect landing gear hydraulic system components	90
C0257	Inspect landing gear up-lock mechanisms	90
A0031	Inspect radomes	90
A0059	Perform quality verification inspections (QVIs), other than engine QVIs or completed maintenance inspections	85
L0782	Write inspection reports	85
C0247	Inspect aircraft tires	85
C0252	Inspect landing gear down-lock mechanisms	85
A0001	Assist in evaluating aircraft impounds or quarantines	85
C0259	Inspect nosewheel or tailwheel steering systems	85
C0250	Inspect landing gear braces, drag pins, or bushings	85
C0251	Inspect landing gear door mechanisms or linkages	85
C0256	Inspect landing gear structural components, other than shock struts, such as drag braces or swing arms	85
A0019	Inspect aircraft windows, windscreens, aft transparencies, or canopy systems	85
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	80
G0515	Inspect engine bays	80
L0737	Conduct safety inspections of facilities	80
C0253	Inspect landing gear electrical system components	80
L0774	Investigate accidents or incidents	75
B0183	Perform safe-for-maintenance inspections	70
G0536	Inspect throttle system components	70
C0248	Inspect aircraft wheel assemblies	70

Average Number of Tasks Performed - 120

TABLE A8

## SUPPORT CLUSTER

TASKS	PERCENT MEMBERS PERFORMING (N=30)
O0852 Inventory equipment, tools, parts, or supplies	80
O0862 Maintain tool cribs	73
O0853 Issue or log turn-ins of equipment, tools, parts, or supplies	70
O0858 Maintain equipment control listings (ECLs)	67
O0844 Evaluate serviceability of equipment, tools, parts, or supplies	60
B0184 Perform support equipment minor repairs	57
A0039 Maintain initial HAZMAT accumulation points	57
A0010 Dispose of liquid hazardous waste	57
A0011 Dispose of solid hazardous waste	53
O0865 Pick up, deliver, or store equipment, tools, parts, or supplies	50
A0007 Complete or maintain hazardous materials (HAZMAT) files	50
K0713 Pack or palletize mobility or contingency equipment for shipment or movement	50
B0162 Pack or unpack support equipment	47
A0038 Maintain hazardous spill response trailers or kits	43
A0118 Store hazardous waste	43
A0008 Coordinate HAZMAT procedures with appropriate agencies	40
B0137 Dispose of hazardous chemicals	40
A0119 Store material safety data sheet (MSDS) items	40
O0863 Perform acceptance or receiving inspections of incoming equipment, other than aircraft engines	37
O0849 Initiate requisitions for equipment, tools, parts, or supplies	37
A0037 Maintain facilities	33
O0872 Schedule or maintain PMEL calibration activities	33
L0759 Ensure compliance of HAZMAT programs	33
O0845 Identify and report equipment or supply problems	30
N0827 Inventory or maintain classified materials or documents	23
L0785 Write or indorse military performance reports	20

Average Number of Tasks Performed - 27



TABLE A9

## TRAINING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=14)
B0183	Perform safe-for-maintenance inspections	100
A0013	Identify fuel, oil, air, or hydraulic leaks	100
M0796	Counsel trainees on training progress	93
M0804	Evaluate progress of trainees	93
M0797	Determine training requirements	93
A0058	Perform normal or alternate cockpit entry procedures	93
M0808	Personalize lesson plans	86
M0803	Evaluate effectiveness of training programs, plans, or procedures	86
O0852	Inventory equipment, tools, parts, or supplies	86
A0068	Remove or install aircraft hardware, such as screws or fasteners	86
M0791	Conduct formal course classroom training	79
M0801	Develop or procure training materials or aids	79
B0181	Perform nonpowered AGE pre-use inspections	79
L0738	Conduct self-inspections or self-assessments	79
B0182	Perform powered AGE pre-use inspections	79
M0794	Conduct training certifications	71
M0789	Administer or score tests	71
L0785	Write or indorse military performance reports	71
L0772	Inspect personnel for compliance with military standards	71
M0798	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	71
L0737	Conduct safety inspections of facilities	71
L0741	Conduct supervisory performance feedback sessions	71
L0786	Write recommendations for awards or decorations	71
A0037	Maintain facilities	64
M0806	Inspect training materials or aids for operation or suitability	64
M0792	Conduct on-the-job training (OJT)	57
L0761	Establish performance standards for subordinates	57
M0795	Conduct training conferences, briefings, or debriefings	57

Average Number of Tasks Performed - 166

TABLE A10

## TECHNICAL SCHOOL INSTRUCTOR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=9)
M0804	Evaluate progress of trainees	100
M0796	Counsel trainees on training progress	100
M0789	Administer or score tests	100
M0791	Conduct formal course classroom training	89
M0808	Personalize lesson plans	89
M0794	Conduct training certifications	89
M0807	Maintain training records or files	78
M0792	Conduct on-the-job training (OJT)	56
M0806	Inspect training materials or aids for operation or suitability	56
M0790	Brief personnel concerning training programs or matters using technical training modernization system (TTMS)	56
M0802	Establish or maintain study reference files	44
M0801	Develop or procure training materials or aids	44
M0798	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	44
L0772	Inspect personnel for compliance with military standards	44
A0058	Perform normal or alternate cockpit entry procedures	44
M0799	Develop training programs, plans, or procedures	44
M0793	Conduct remedial study classes	44
M0800	Develop written tests	44
M0803	Evaluate effectiveness of training programs, plans, or procedures	44
M0805	Evaluate training methods or techniques of instructors	33
M0809	Prepare command standard training packages	33
B0126	Apply or remove aircraft external alternating current (AC) electrical power	33
M0797	Determine training requirements	33
J0672	Conduct core automated maintenance system (CAMS) training	22
M0810	Prepare job qualification standards (JQSs)	22

Average Number of Tasks Performed - 34

TABLE A11

## SAFETY MANAGER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
L0738	Conduct self-inspections or self-assessments	100
L0737	Conduct safety inspections of facilities	100
L0782	Write inspection reports	80
N0813	Compile data for records, reports, logs, or trend analyses	80
L0766	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	80
L0787	Write replies to inspection reports	80
L0740	Conduct supervisory orientations for newly assigned personnel	80
L0768	Evaluate personnel for compliance with performance standards	60
N0828	Maintain or update status indicators, such as boards, graphs, or charts	60
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	60
L0753	Develop organizational or functional charts	60
L0755	Develop self-inspection or self-assessment program checklists	60
L0788	Write staff studies, surveys, or routine reports, other than training or inspection reports	60
N0832	Review publishing bulletins, such as maintenance flashes or safety bulletins	60
L0774	Investigate accidents or incidents	60
L0765	Evaluate inspection report findings or inspection procedures	60
L0772	Inspect personnel for compliance with military standards	60
L0739	Conduct staff assistance visits, inspections, or audits	60
L0759	Ensure compliance of HAZMAT programs	40
N0814	Complete accident or incident reports	40
L0751	Develop or establish work methods or procedures	40
L0752	Develop or establish work schedules	40

Average Number of Tasks Performed - 29

TABLE A12

## MOBILITY NCO JOB

TASKS		PERCENT MEMBERS PERFORMING (N=4)
K0698	Coordinate mobility or contingency requirements with appropriate agencies	100
L0780	Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	100
K0691	Assign personnel to mobility or contingency positions	100
K0692	Brief deploying personnel	100
K0697	Coordinate exercise sourcing requirements with functional managers	100
K0693	Conduct contingency operation/mobility planning and execution system (COMPES) programs	100
K0702	Develop mobility inspection checklists	100
L0751	Develop or establish work methods or procedures	75
N0815	Coordinate obtaining TDY orders, passports, or visas with appropriate agencies	75
K0709	Inspect packed or palletized mobility or contingency equipment prior to transport	75
K0713	Pack or palletize mobility or contingency equipment for shipment or movement	75
K0708	Inspect mobility bags or kits	75
K0715	Participate in mobility exercise planning meetings	75
K0696	Coordinate deployment of personnel with other major commands (MAJCOMs) or joint service commands	75
K0695	Conduct mobility training	75
N0819	Establish access lists	75
K0705	Draft or write mobility or deployment after-action reports	75
N0817	Draft inputs for status of resources and training (SORTS) program	50
L0750	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	50
K0699	Coordinate specific source of personnel requirements with appropriate agencies	50
K0712	Maintain or update contingency or mobility plans	50
K0711	Maintain disaster preparedness checklists	50

Average Number of Tasks Performed - 34

TABLE A13

## SUPERVISOR/MANAGER CLUSTER

TASKS	PERCENT MEMBERS PERFORMING (N=100)
L0786 Write recommendations for awards or decorations	89
L0747 Determine or establish work assignments or priorities	88
L0744 Counsel subordinates concerning personal matters	88
L0772 Inspect personnel for compliance with military standards	87
L0741 Conduct supervisory performance feedback sessions	83
L0773 Interpret policies, directives, or procedures for subordinates	82
L0785 Write or indorse military performance reports	80
L0768 Evaluate personnel for compliance with performance standards	77
L0734 Assign personnel to work areas or duty positions	75
L0752 Develop or establish work schedules	73
M0797 Determine training requirements	73
M0807 Maintain training records or files	73
L0761 Establish performance standards for subordinates	73
L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	71
M0796 Counsel trainees on training progress	67
L0769 Evaluate personnel for promotion, demotion, reclassification, or special awards	67
J0682 Retrieve CAMS listings or reports	66
M0804 Evaluate progress of trainees	66
L0732 Analyze workload requirements	63
L0751 Develop or establish work methods or procedures	62
J0683 Review aircraft flight or maintenance records, such as AFTO Forms 781-series	61
L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	58
J0690 Verify accuracy of CAMS daily inputs	56
L0731 Adjust daily maintenance plans to meet operation commitments	53
L0743 Coordinate aircraft maintenance with maintenance control or other agencies	49

Average Number of Tasks Performed - 64

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